

# Local Government SERVICE



JUNE 1939

PRICE THREEPENCE

JOINT REFERENCE  
LIBRARY

JUN 16 1939



# Summer Evenings Can Be Cold

Phone:  
CEN. 2188

Here is a fine stylish Fur to provide warm comfort. The pages of our Summer Fashion Catalogue illustrate correct wear for all occasions.

PROTECTIVE MONTHLY PAYMENT TERMS

**20%** DISCOUNT to MEMBERS of the N.A.L.G.O.

**DEPARTMENTS:**  
Jewellery, Watches and Clocks, Plate, Cutlery, Ladies' Clothing, Furs, Fur Coats, Lingerie, Footwear, Sports and Travel Outfits, Furniture and Furnishings. Write for Catalogue and mention Department.

No. 63.  
Elegant Two Skin effect Wrap of the finest Silver Fox.  
From 15 GNS. 15/- Monthly

VISIT OUR SHOWROOMS OR SELECTIONS SENT ON APPROVAL.

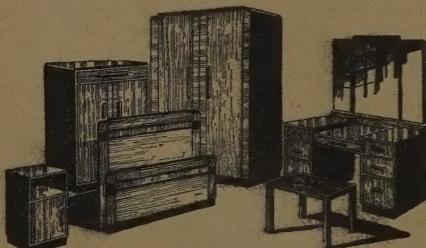
THE PIONEER HOUSE OF  
**E.J. FRANKLAND**  
ESTABLISHED 1885

(Note Only Address)  
(Desk L), 42-57, Imperial Buildings, Ludgate Circus, E.C.4.

## C. & R. LIGHT,

Phone: BIS. 3952.

54, Great Eastern Street, London, E.C.2



"BRITISHER" GRADED FURNITURE  
WITH 100 YEARS REPUTATION

Reproduction Antique, Modern Handmade, Unit, and Made-to-measure Furniture and Upholstery.

Special terms to N.A.L.G.O. Members

Write for lists and mention this paper.

## Modern Decorative Furniture...



An interesting Catalogue will be forwarded upon application.

One of the finest stocks in the trade.

Deferred payments can be arranged if desired.

## SADGROVE & CO. LTD.,

ESTABLISHED 1780

WHOLESALE CABINET MAKERS AND UPHOLSTERERS,  
TUDOR HOUSE, 194-196 Old Street, City Road,  
LONDON, E.C.I.

(One minute Old St. Tube Station) Telephone: Clerkenwell 3832, 3833, and 3834

### DEFERRED TERMS

are arranged for payment over  
12, 18 or 24 months

NEW CATALOGUE  
showing latest  
Fur Models  
Free, on  
Request



## Silver Fox!

AT WHOLESALE PRICES!

As a member of the N.A.L.G.O. we offer you the opportunity of securing fine quality furs strictly at trade prices, with deferred terms, if desired. Illustrated is an example of value, a luxurious Silver Fox Cape. Retail price 22 Gns. Our wholesale price 15 GNS.

## UNITED FUR FACTORS

Wholesale Furriers-205 REGENT ST-LONDON-W1

(Opposite Liberty's 2nd Floor)

# Local Government SERVICE



OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

JUNE, 1939

No. 6 Vol. XIX

## CONTENTS

	PAGE		PAGE
PRESIDENT'S ADDRESS TO CONFERENCE	179	N.A.L.G.O.'S NEW NATIONAL COUNCIL	193
WHY LEAVE NURSING TO CHARITY ?	182	COMPETITIONS—WHAT IS WRONG WITH N.A.L.G.O.?	194
TURN YOUR FILM FANS INTO CITIZENS	183	SALARIES AND SERVICE CONDITIONS	197
BRANCH MAGAZINE PAGE—EDITOR'S TALK SHOP	184	EDUCATION NEWS	198
“OY !” by “APPIUS”	185	THE OFFICER IN WAR	200
SUBJECTS FOR DEBATE	186	MORE SUPERANNUATION PROBLEMS	200
AT RANDOM	188	SCOTTISH NOTES	202
READERS' FORUM	190	GOSSIP FROM THE BRANCHES	204
FROM MY BOOKSHELF	192	HEADQUARTERS	206

## NOTES AND

### Evacuation—Order or Chaos ?

**I**F war comes, every local government officer, wherever he may be, will be involved in the colossal administrative tasks it will bring. That is the clear conclusion emerging from the third bulletin issued by the Air Raid Defence League, on Evacuation.

Its sober analysis of the probabilities of modern “Blitzkrieg,” the smashing surprise blow at vital centres, delivered with little or no warning, and the consequent risk of panic flight, in conditions of chaos, provides a disturbing picture against which to measure our present schemes. In many respects they are found wanting ; in some areas effort is being wasted ; in others it is inadequate or misdirected ; while the schemes as a whole require a wider vision and more vigorous direction. The pamphlet pays a deserved tribute to the work already being done by local authorities, while foreseeing great extensions of it if we are to resist the “knock-out blow” successfully.

We have no space to list the conclusions and recommendations of this survey, but would urge every reader not already a member of the league to buy a copy.

### Light in Our Darkness

“**I**N view of the continuous development of local government, there is obvious need to attract and retain the services of officials possessing ability and initiative, and therefore it is somewhat disconcerting to learn that since January 1 last no fewer than 27 members of the staff of one County Council have resigned to take up better paid appointments elsewhere. Some of the resignations, according to a committee report, came at an unfortunate time for ensuring the successful working of some of the departments. As the committee point out, unless proper salaries are paid the council cannot expect to keep their best officials, and

## COMMENTS

much injury may be done to the work of an authority by the loss of an outstanding officer. There is competition in local government for administrative and organising ability as there is in ordinary commercial business and only by offering salaries commensurate with the responsibilities to be undertaken can an efficient staff be built up and retained.”

The above appeared in the May number of the “County Councils Gazette,” official journal of the County Councils’ Association. Now rub your eyes again.

### Reforming Zeal in Wales

**P**OWERFUL support for N.A.L.G.O.’s demand for the abolition of those petty local authorities, too small to give efficient service to their citizens or adequate salaries to their staffs, is being provided by Mr. Clement Davies, K.C., M.P., who was chairman of the Government Committee which produced the recent report on tuberculosis in Wales. Mr. Davies is leading a campaign for the improvement of public health services and administration in Wales and Monmouthshire. At a recent meeting convened by Newport Town Council he vigorously condemned those authorities “prepared to sacrifice the health and, I would almost say, lives of their children in order that they might save a penny or two on the rates,” and demanded their amalgamation into strong regional bodies.

Pointing out that Wales, with its  $2\frac{1}{2}$  million inhabitants, was governed by 992 separate local authorities, Mr. Davies declared :

“The argument that Councils are too poor rests upon a complete misconception of the purpose of government. That purpose is the welfare of the people, not to give positions to councillors or employment to badly-paid

officials. With amalgamation a few councillors would lose the dignity of being called councillors—but we should get bigger councils, a higher product of a penny rate, and better paid and qualified officials."

It is not surprising that members of Newport branch and public relations correspondents in South Wales and Monmouthshire should be giving the fullest support to Mr. Davies' campaign.

#### Acorns into Oaks

**G.** S. CARTER, a junior member of Coventry branch, builds model aeroplanes. He was showing photographs of them to a friend one day as M. J. Miles, editor of the branch magazine, "Camera Principis," was passing. Miles had a brain-wave, sent a letter to all departments—and the Coventry Arts and Crafts Exhibition was born.

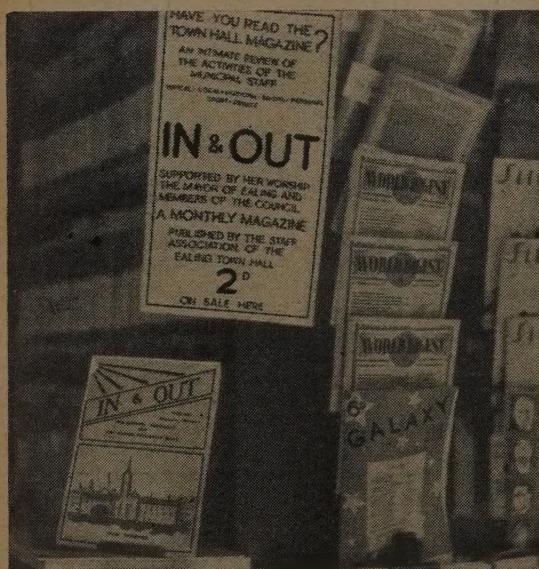
So many exhibits poured in that the Mayoress' parlour, first chosen for the exhibition, proved too small to house them, and a bigger hall was taken. There were paintings and drawings by the dozen, posters, photographs, needlework and embroidery, furniture, architectural drawings, and an impressive array of models of aeroplanes, ships, and locomotives.

More than 1,450 people visited the show, which, in the words of Mr. Miles, was "the best job of public relations we have ever put over."

Coventry, surely, has no monopoly of talent. What about it, other branches?

#### A Magazine's Enterprise

**A**NOTHER example of original public relations is illustrated in this picture, of the Ealing branch magazine, "In and Out," on public sale in a local bookshop. The magazine, described on the poster as "an intimate review of the activities of the municipal staff," is designed, as its editor, J. C. Sutcliffe, announced in a letter to local newspapers, to "foster appreciation and goodwill between the public and the authorities." It is an experiment other branch editors will watch with interest.



#### Who are the Bureaucrats?

THOSE people who, like Sir Ernest Benn, are fond of accusing local government officers of bureaucratic tendencies and of seeking to sabotage democratic machinery for their own nefarious ends may be interested in the following paragraph from a recent number of the "Hereford Times."

"An incident during the course of a committee meeting, at which certain members took up the attitude that the meeting should be adjourned in order that there should be informal discussion among members, while the officers, including the town clerk or his deputy, were excluded, was the subject of a debate at a comparatively recent meeting of the Hereford City Council.

"We are proud to draw our readers' attention to the dignified and firm stand taken by the town clerk, Mr. T. B. Feltham, on this encroachment on democracy and his duties as a local government officer, serving and protecting the interests of the public. . . . The town clerk reminded the council that he had the honour to hold one of the most ancient public offices, if not the most ancient public office, in the world . . . and pointed out that he was not only clerk to the council but town clerk to the City of Hereford, and, as such, he had a duty not only to the council as their clerk, recorder, and adviser, but a duty to the ratepayers to see that matters with which the council were entrusted by statute were properly carried out. He could not possibly carry out that part of his duty unless he or his deputies were allowed to be at the meetings of the authority. They had instructed him to record their proceedings. Part of the terms of his appointment was that he had to go to every committee and every sub-committee, either by himself or by his deputy, and record their proceedings. If he were not allowed to be there he could not guide them, could not advise them, and could not make a record; nor—what was probably more important—was he in a position to co-ordinate the activities of the various undertakings of the corporation.

"There was no question of dictatorship. There could be no democracy at a secret meeting and part of his duty was the upholding of democracy. Concluding, he said: 'I look upon my duties very seriously . . . if business is not to be conducted in accordance with the recognised principles of local government I venture to say that neither I, nor the council, can carry out those duties.'"

We hope that the public—and other officers—will take note of this dignified statement of the official's duty as a protector of democratic method.

#### Administration On The Air.

"TOWN Meeting of the Air" has long been a popular feature of United States radio programmes, and it is good news that the B.B.C. is to try it out here, from the North Regional station. From a hall in Manchester, Councillor S. P. Dawson, chairman of the Manchester finance committee, and Alderman Wright Robinson, a former chairman of the education committee, will debate "Stabilising the Rates." After each has said his piece, the meeting will be thrown open to the audience—made up of selected citizens and members of organisations specially interested in local government—for impromptu questioning and discussion.

Other local government topics of popular concern will be dealt with in later debates in the series, which will be given the general heading of "Public Enquiry," and the whole should form an admirable means of expanding interest in administration. Here is a fine chance for N.A.L.G.O. listening groups to carry the discussion into their own areas, and we hope that many will be formed in the North and Midlands for the purpose. The first broadcast will be on June 14, and others will follow at regular intervals.

# N.A.L.G.O.'S YEAR OF ALL-ROUND PROGRESS

*Although this number of "Local Government Service" went to press too early to contain a report of the Annual Conference at Torquay, we are able to print the inspiring address with which the President, Mr. J. L. Holland, opened the proceedings.*

IT would be difficult in any walk of life to review the past twelve months without reference to the influence which the international situation has had upon every activity and occupation. The task of organising civil defence under the direction of the central departments has borne most heavily on local authorities. We all know the strain which these new responsibilities have imposed on our members. Many of us have experienced it. The work of making good the years that the locust hath eaten is not yet accomplished, but our spirits rise as the outlines of the great plan of national defence disclose themselves, and our help in filling in the details will be cheerfully given whatever the cost. Local authorities and their officers have deserved well of the nation at this critical time.

Under such conditions it is no light matter that your Council has produced such a heartening report of all-round progress as you have before you to-day. The national situation is giving rise to many problems for us as an organisation, and not for a moment have we lost sight of our responsibility to our members. Contact with the Government departments has been maintained and branches have no reason to complain of any lack of full and prompt information. The Parliamentary Secretary to the Ministry of Health spoke, the other day, of the shower of Government circulars and memoranda which are falling on local authorities thick as the leaves of Vallombrosa. His words, I think, will find an answering echo in the minds of branch secretaries when they contemplate the spate of information on every subject of concern to the membership received from Headquarters.

### High Level of Enthusiasm

The domestic side of my story is no less encouraging than the national position. During the last twelve months the progress of the Association in every department has equalled that of any previous year.

Like most of you, your President has been subject to the pressure of extra calls upon his time in connection with Government schemes and decisions affecting local authorities, but I have done my best to attend branch functions, week-end schools, and other meetings up and down the country. I have greatly enjoyed these contacts, and I thank district committees and branches for their hospitality, and the members I have been privileged to meet for the warmth of the reception they have always given me. The cumulative effect of these journeys has been to leave no doubt in my mind of the essential soundness of N.A.L.G.O., of the high level which enthusiasm reaches among its members, and, above all, of the immense volume of voluntary service which branch and district committee officers are carrying out. It is matched by the zeal which office-holders, chairmen, and committee-men bring to the work at Headquarters. Your staff at the central office and in



J. L. Holland, B.A.

the districts are going about their several duties with energy and ability. Were it not so, the great machine which is N.A.L.G.O. would soon show signs of wear and tear. My year of office has been strenuous; that it has also been happy is due to the help and support so ungrudgingly given me on every hand.

Much time has been given by the Council to stimulating more energetic action in the districts for the improvement of salaries and service conditions where they are known to be below the standard that we believe the work and knowledge of the local government officer to be worth. You have before you to-day, in addition to that section of the annual report dealing with service conditions, a White Paper which tells you the Council's impressions of conditions in the various district committee areas. On more than one occasion I have suggested that the greatest threat to our professional interests arises from the fact that we serve such a variety of authorities. Theoretically, and according to the constitution, every local authority, large or small, rich or poor, is the equal of every other local authority in the same class, exercising the same powers and enjoying the same privileges, including in almost every case the privilege of appointing its own officers and awarding them such remuneration and conditions of service as it thinks fit. The not surprising result is an absence of uniformity in these matters in which local influences play a part—a valuable part sometimes, but sometimes an undesirable and even a

harmful part. It is well that the public should know that conditions of salaries and service in some areas are disgraceful. It is also well that we ourselves should realise that the existence of such conditions weakens our general position. National scales are a plank in the Association's programme, but before we can build nationally the ground must be levelled. In other words, our own depressed areas must be brought to a reasonable minimum standard, or the foundations will be insecure. That is as much the job of every member as it is the job of those who hold office in the Association. The National Executive Council are not oligarchs. N.A.L.G.O. is a democracy; it could not be otherwise and remain true to the principles of local government. The initiative is with the branches. The National Executive Council can suggest, can guide, can lead along the route which you determine, but the Association at large must generate steam for the boiler, the energy, the enthusiasm to attain our end. There is no other source.

#### Value of Public Relations

Next in order of importance to the campaign for better salaries and conditions of service I place the subject of public relations. As the report shows, the foundations have been laid for a sound and progressive policy in this respect which will be increasingly fruitful as time goes on. We have more than 300 correspondents, most of them giving valuable service, and we are conscious that all over the country, among individuals, groups, and organisations, including the Press, a greater interest in local government and a better appreciation of its importance for the welfare of society is being aroused. But we are only at the beginning. In spite of that little schedule on the back of the demand note, far too few people—our masters—have more than the vaguest idea of how their rates are spent, and fewer still understand the value of the return they get. The work is difficult. Our effort must be continuous and prolonged. Walls of apathy and indifference will not fall down at the first sound of any trumpet we can blow. Those of us who believe in public relations may well devote some of our energies to preaching it among our own members in the branches, convincing the reluctant minority of its importance and of the part that they can play in it; for, however effective the work conducted by Headquarters and through the branch correspondents, it will always be true that the best public relations officer local government can have is the individual official. By his courtesy, his tact, his efficiency in his relations with the public, and equally by the lack of these qualities in him, the Service as a whole is being judged. We wish our Service to be recognised for the great profession it is, devoting itself with skill and integrity to the public well-being. Through our education work we are trying to enable each officer to attain that skill and to come to the realisation that he is not an isolated or detached unit, but an integral part of the great machine of public service, and through our public relations movement we are at the same time seeking to show the public the true significance of our work. It is not our object to advertise the official as an individual and to flatter his sense of self-importance; nor even to advocate the extension of the services of local government in the

expectation that he will gain thereby. The extension of the services is the responsibility of the Government and of local authorities. It is our part to explain local government as an institution, to emphasise its importance in the democratic system, and to win for it a greater interest and better-informed understanding. From this campaign, all will benefit. The public will be enabled to make a fuller and more selective use of the services available; the status of local authorities will be enhanced; and the officer will work in an atmosphere of greater co-operation on both sides, which will make his task at once smoother and more worth while in his own eyes. N.A.L.G.O. has been a pioneer in public relations, as in many other things. Enlightened members of local authorities have talked for years about the need for establishing better relations between the authorities and the public, but little was done until we took the first step. Now that we have made a move, others are beginning to follow, and local authorities are seeking powers to appoint their own public relations officers. Citizens, both as individuals and in groups, are realising the need for greater knowledge of civic affairs. I am confident that when the plan for a series of films illustrative of local government matures, the study of civics in schools among the citizens of the future will make an immediate and timely advance. But again, we are only at the beginning. The movement will not progress as it should, with steadily increasing momentum, if we withhold our driving force. The National Executive Council is convinced of the rightness of the policy. It rests with the branches and the members generally to take up the work thus started.

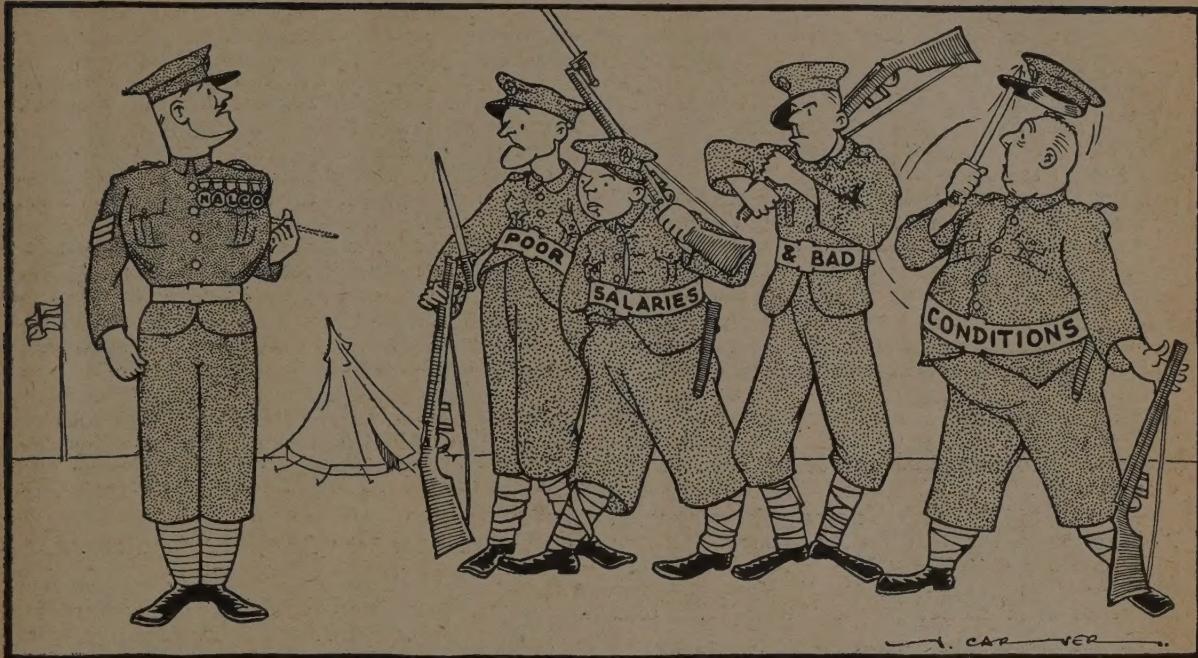
#### "Local Government Service"

I cannot leave this subject without referring to the splendid adjunct we have in LOCAL GOVERNMENT SERVICE. This domestic journal of ours is admitted by those who know to be one of the best periodicals of the kind, whether it be judged from the technical point of view, its layout and make-up, or from the interest of its contents—and we have it all for a mere fraction of the price printed on its cover. Already we have had the satisfaction of seeing quotations from it in the most important of our national newspapers, and some of us are frequently asked where it is obtainable and at what price. Is the time very far off when the public will be able to buy it on the bookstalls? I think not.

This year has seen the consummation of thirty years' incessant work to obtain superannuation for every officer. The coming into force a few weeks ago of the compulsory measures has brought consolation to many, but the general application of the scheme is already revealing a number of ragged edges. We hope that some of the difficulties will be removed by the Bill now before Parliament, and we shall shortly have to turn our attention to a number of minor improvements in the general scheme and to begin our preparations for its amendment in detail.

With the growth in our numbers, our legal department is being called upon to bear an increasing responsibility. It will give you some idea of the ever widening dependence of the membership on the advice and assistance of that department when I remind you that over 1,500 legal cases have been dealt with in the past year. That

## THE AWKWARD SQUAD!



**Sergeant N.A.L.G.O.**—“You might have broken your mothers' hearts, but you won't break mine.”

department has also had to grapple with a great mass of Government and private Bill legislation. One sometimes hears it said that the local government officer has at any rate security of tenure. Is it understood as it should be, that in every session of Parliament some fifty Private Bills and Special Orders come up, every one of which has to be examined for its effect upon the position of the officers who fall within its scope?

One thing which has greatly impressed me as I have gone up and down the country among the branches is the momentum which our week-end and summer school movement is attaining. An ever-growing number of younger officers, men and women alike, are showing by their support of this movement their eager desire to understand the social significance of their own work in local government. The extent of that desire is, perhaps, the greatest hope for the future which we older officers can see on our not very distant horizon. We lose no opportunity of asserting that N.A.L.G.O. stands for efficiency. Here is the proof that this is not a mere matter of words with us. We are expecting great things from the Advisory Committee on the recruitment and training of future local government officers which the late Minister of Health set up. That committee is now digesting, in somewhat leisurely fashion we feel, the very detailed returns on the subject of recruitment which have been made to it by the majority of the local authorities, and we await its first pronouncement patiently, perhaps, but also hopefully.

So far, I have been dealing with the concerns of the active local government officer, but do not let us forget those who have spent themselves in the Service, and whose unfortunate dependents have been smitten prematurely with disaster. There is still considerable

leeway to make up before our Benevolent and Orphan fund will be fully equal to the charges which are its peculiar care. A glance at the amount annually collected and the number of cases of distress will, I feel sure, inspire us to a greater effort.

At the outset of this address I referred to the strain, so willingly borne, which the unprecedented international situation is putting upon the local government officer. I should like, in closing, to make just two remarks which seem to me relevant to our present position. The immense reorganisation in national life and local government which is now going on is, I submit, of great significance for the future. When the dark cloud passes, as pass it will, we shall find that we cannot go back to the old organised order of things. Local government will still be important and the local government officer will still be there—democracy is not coming to an end—but both it and he will be different, and the relations of one to the other and to the great mass of the people will have altered permanently.

My other point is this. The expenditure we are now incurring on the Crown forces and in civil defence is almost beyond intelligent calculation. In due time there will be a reaction. You will remember, some of you, what happened to the local government Service in the minor reactions arising out of what we still call the Great War, down to as late as 1931. The next reaction is bound to be greater. We cannot now foresee the nature of the changes in local government, we cannot predict the extent of the inevitable financial reaction. All the more reason, therefore, why we local government officers should dwell together in unity and should seek to maintain this great Association, of which we are proud to be members, at the highest pitch of efficiency.

# WHY LEAVE NURSING TO CHARITY?

By Miss M. A. WILDING, Matron, Croydon Borough Sanatorium

WHEN Florence Nightingale took up her great work of nursing English hospitals were places of horror in which "Sairey Gamp" reigned supreme: Work was regarded as degrading for women, and nursing the sick—often poor and dirty people—as a repulsive task. Florence Nightingale was ostracised by her relatives and friends; by others she was regarded as an enterprising busybody. But, despite great difficulties and opposition, she went on, and to-day we know how much we owe to her courage, zeal, and foresight.

From 1854 to 1900 more and more women took up nursing, often in face of similar opposition. Hospitals and training schools increased, and became better equipped; nurses became more efficient. But they were the pioneers, working long hours, without payment, with poor food. They were, in fact, the modern women of that time, wanting nothing more than a vocational life.

From 1900 to 1914 women's emancipation progressed. Business careers became accessible to them—but men still declared that "Woman's place is in the home," or, "She could go and be a nurse." Business women themselves often sneered at the "tame" life of a nurse.

Nurses went on with their work. Hospitals and conditions gradually improved; but for nurses to speak of their greater efficiency was "not done."

The War years brought a fundamental change. The emancipated girl was able to show what she could do. "Career or marriage?" became a question for every woman. In face of this widening field of opportunity it gradually came to be realised that nursing could no longer be accepted as a vocation only, that it must take its place as a profession. Some viewed this with horror, and the spirit of Florence Nightingale was exploited. The Florence Nightingale of 1854 was held up as a pattern to the nurses of 1919. But others took the sensible and broad view, and the College of Nursing was inaugurated.

## Birth of Nursing "Profession"

Soon after the War Parliament passed the "Nurses Charter," providing for State registration. Women could now take up nursing and be paid from the first day, although salaries were poor. A nurse could call herself a "professional" woman and the bogey, "vocation," was gradually laid—though it still keeps reappearing.

To-day nursing is more talked about than ever before in its history. The modern nurse—probationer, staff nurse, sister, administrative sister, and matron—wants to be worthy of her hire. Each regards nursing as a profession only and cannot see why she should not. But, while she wants to be a good nurse, she wants to have a life of her own. She is no longer prepared to let the country exploit her.

If the nation can pay for its Civil Service, its teaching service, and its M.P.'s, nurses say that it can also pay for the care of its sick.

Because we want shorter hours, a salary worthy of our work and responsibilities, and adequate pensions, to enable us to mix freely with other wage-earning men and women, and to have the fear of dependence on charity in our old age removed, are we to be told that we are losing sight of the example of Florence Nightingale?

Were she alive to-day she would, I am sure, be the leader of the demand for an efficient nursing service, worthy of the country nurses wish to serve. But efficiency and salary can go together, in nursing as in other professions, and the one is generally the complement of the other.

The modern nurse feels that the profession could be given a good financial status, pay adequate salaries to trained nurses in responsible positions, give better amenities and an assured future to the student, without losing any of its ideals, traditions, or the spirit of nursing.

## No Justification For "Starvation" Salaries

She knows that she cannot have the same freedom as the business or other professional woman; but she does claim that there is no justification for the dreadful salaries sometimes paid to-day.

Compare the salaries and qualifications, years of work and responsibilities of a ward sister with those of a Civil Servant in an equivalent grade; the usefulness, years of training, holidays, and working hours of a school nurse with a school teacher of her grade; the private nurse with special qualifications or the district nurse, often working under poor conditions, with the Civil Servant or teacher.

Compare the experience, qualifications, and the salaries and pensions, of administrative sisters in hospitals, night sisters, sister-tutors, housekeeping sisters, home sisters, and assistant matrons with those of women of equal qualifications in other professions. The duties of the matron are legion—yet how many matrons, after 30 or 40 years' work, can retire on a pension that will keep them without charity?

It is true that there are faults in the profession. In my view, one of the greatest is snobbery, such as the idea that voluntary hospital training schools are socially superior to the publicly-owned hospitals; or that nursing in "special" hospitals is a grade lower down the social and professional scale than that in a general hospital. Doctors do not lose professional caste by being superintendents of mental, fever, or tuberculosis hospitals, or institutions for mental defectives. Why should matrons and their staffs—who must have special qualifications—do so?

We need greater unity among nurses, each realising that all branches of the profession are important, that we are servants of the nation and wish to be accepted in that capacity. The future of the general-trained nurse is nothing until the service itself becomes State controlled.

*I am indebted to Dr. Holden, Medical Officer of Health, Croydon, for allowing me to publish this article.*

## TURN YOUR Screen's Power

## FILM FANS INTO CITIZENS to Arouse a Keener Civic Interest

*N.A.L.G.O.'s plea for the production of more films designed to interest the public, and especially the schoolchild, in the principles, objects, and machinery of local government finds powerful support in an article by Mr. R. S. Miles in the Spring number of "Sight and Sound," the journal of the British Film Institute.*

"Recently," writes Mr. Miles, "the Manchester City Council approved a motion, moved by Councillor Wright Robinson, that 'an inquiry into the cost of civic films suitable for exhibition in schools and ordinary cinemas' be made. This action was quickly and warmly approved by Mr. Alec Spoor, Public Relations Officer of the National Association of Local Government Officers. His remarks will be fully endorsed by all teachers who believe firstly in the value, if not the absolute necessity, of instructing school children in the elements of democratic citizenship and secondly in the vast potential, for as yet they are comparatively untapped, resources of the cinema in education.

"In modern local, national, and international affairs, 90 per cent of the people have little or no knowledge of the organisations which influence their lives so very much. Political consciousness has become dulled. To-day there does not seem to be the same urgency concerning government that there was during the nineteenth century. An era of mass-produced, easily attainable pleasure is absorbing the thoughts of too many citizens. Others, in the middle classes mainly, are too apt to sit back, curse rates and taxes, while they accept, unchallenged, State and municipal control as a predestined thing. The keen edge of achievement has been worn away... The essential of democracy is the responsibility of the executive to the electorate—and, coincidentally, knowledge by the electorate of the workings of democracy.

### Interest Must be Stimulated

"If this interest in governmental functions is missing, then it must be stimulated and knowledge inculcated. There are many books on citizenship and civics and many fine teachers employing excellent methods to convey the essentials, but the *sine qua non*—the fundamental which should be the foundation of good citizenship, i.e. intelligent interest—is not being properly aroused. To teach the subject thoroughly many visits would have to be made and much time wasted—not on the spot but in travelling to and fro. Interest would undoubtedly be aroused, as I saw it when I took a party of boys to a meeting of the City Council. But a cheaper and probably more effective way of arousing a civic consciousness and stimulating an interest in government would be the use of films. As Mr. Spoor says in his letter to the 'Manchester Guardian,' 'Of all the media by which a keener civic interest may be aroused and fostered the film is the most potent...'

"When the Hadow Scheme was first operated in Chesterfield, the Director of Education for Chesterfield had made a film

'The Young Generation' which, in twenty minutes, explained the radical changes in the objects and methods of school life in a better manner than twenty hours of talk...

"The number of subjects connected with the activities of the municipal and State departments which could be translated into 'good cinema' is almost limitless. There must be no glossing of defects but the fundamentals must be stressed. If there are any weaknesses then the public, the ultimate masters of the machine, should have the opportunity of discovering and criticising them....

### Explaining Municipal Activities

"The annually recurring municipal elections, the gas man, the dustman, the policeman, etc., are well known to most children and adults, but the full scope of the activities of municipalities can be grasped only with difficulty. The film can show them very effectively. The work of the committees dealing with housing, education, transport, sewage, water, gas, electricity, hospitals, etc., can be readily made into easily understood films. Here again knowledge and criticism would develop together.

"The clarification of county council organisation and procedure is as necessary as that of London's government, because it affects more people. Could not the work of 'Vestry to County Council' be analytically filmed?

"Perhaps it may be suggested that the different local authorities have widely varied scope and problems, but all have fundamentally the same services to perform. Some authorities have specialised in certain branches of public service, perhaps by reason of their locale or the outstanding qualifications of the officials in charge of particular sections. These, then, would be the activities chosen from that authority for portrayal. For example, the village colleges which the county council of Cambridgeshire is developing would show how difficulties of rural education are being solved there. The Municipal Bank venture of the City of Birmingham would make an interesting film....

### A Knowledgeable Electorate

"In other words, the municipal ventures represented should be the best of their types available, and these would form touchstones by which local organisations could be judged. An electorate would be created knowledgeable of ideals and constructively critical of shortcomings which should form the ideal basis for a democratic form of government.

"There would be in these explanations many necessary statistics and similar linking material. Without these the films would lose their main points. The presentation of these would be difficult, but the difficulties could be overcome by the employment of the cartoon method so brilliantly exploited by Gaumont-British Instructional in such films as 'The Expansion of Germany' and 'Some Aspects of the Coal Industry,' where naval

expansion and the reasons for the cost of coal to the consumer are effectively shown by the employment of animated diagrams...

"The various forms of State and municipal expenditure and income could be similarly explained. One general film could show how much of the expenditure is appropriated to each particular department, while the special departmental films could explain their own monetary and other statistics similarly. Mr. Spoor raises another point when he writes: 'But as yet there is, as far as I know, no film that tells the story of a city showing how it has grown....' One such is being made, for 'Growth of a City' will describe how a typical English city—'Everytown'—has grown up from a group of mud huts to a vast community, with public services, local administration, and social problems of adjustment of life in this age of industrialism.

### Vast Range of Subjects

"There is no reason why one only should be made. Historical research has unearthed many details of town life, architecture, and dress which could easily be translated into models or characters in the costumes of appropriate periods.... Surely the universities such as Manchester or Birmingham could supply enough material from which a first-class film could be built....

"Again, actual Parliamentary and council procedure is simply shouting for pictorial presentation.... The county council scene in 'South Riding,' although deliberately falsified, does give some idea of the possibilities....

"The range of subjects indicated briefly above is enormous. To some the possibilities of arousing interest may appear doubtful, but the brains which have made 'Weather Forecast,' 'The Face of Britain,' 'Night Mail,' 'Industrial Britain,' 'Shipyard,' etc., could be relied upon to produce a series of films to show to democracy what its principles have produced and to infuse a sense of pride in historic achievement, as well as determination to maintain it in letter and spirit. John Grierson, in his preface to Paul Rotha's book ['Documentary Film'] says: 'The power of making things known which ought to be known is the principal promise of documentary to-day—it is 'a new and deeply needed method of public reporting' and no branch of life is more worthy of its attention than government, for a working knowledge of a country's government is necessary before a man can claim to be anything like a complete citizen."

*N.A.L.G.O.'s own films will shortly, we hope, go a long way to meet the need Mr. Miles so eloquently states. If the scheme can be carried to completion—and that will depend upon the vision and support of local authorities and other bodies—we shall have twelve or more films surveying the whole field of local administration and helping to convey, in vivid and palatable form, that knowledge which, as Mr. Miles says, is "the essential of democracy."*

## Branch Magazine Page

BRANCH EDITORS TALK SHOP  
Some Common Pitfalls, and How to Avoid Them

## The Art of the Blue Pencil

A PRACTICAL lecture on journalism entitled "Editing and Sub-editing," was given by Alec Spoor, public relations officer, N.A.L.G.O., at the annual meeting of branch magazine editors, held at Torquay on May 29. Mr. Spoor explained an editor's job, and outlined the main factors of the "Art of the Blue Pencil"—clarity, accuracy, and brevity.

"Clarity is the primary essential of good writing. Whatever it may be—an article, a report of a meeting, even a paragraph recording the achievements of a cricket team, it must be clear. Ideas must be logically expressed, and arranged, free of obscurity and verbiage, leading naturally and smoothly to their conclusion . . .

"After clarity comes accuracy. It is the editor's job to make sure that every sentence he prints is accurate, in substance and detail. This is recognised by law, which punishes the editor, not the author, for libel; and it is recognised by the newspaper proprietor who, when an error creeps into his columns, sacks the sub-editor who passed it, not the reporter who wrote it. The editor, then, must check every statement and every name. And it is well, in doing this, to remember that maxim of journalism—not always, unfortunately, obeyed to-day: 'When in doubt, leave out.'

"Next, brevity . . . no article should contain redundant or unnecessary words. Should you lack material it is better to reduce the number of pages than to fill them with padding."

Mr. Spoor provided many examples of sub-editing, and "pruning," and quoted passages showing the bad effects of jargon, pomposity, and verbiage.

## Print, Layout and Paper

IN another paper, W. Barker, editor of "Guild Journal," Manchester, provided an insight to the technicalities surrounding the production of a printed magazine. He argued that a sound working knowledge of the art of printing, and layout, and an understanding of block and paper-making, were essential for efficient editorship.

Consideration was given to the chemical composition of paper and to the weight and sizes of the finished product.

On the subject of type faces, he said: "Whatever the face chosen of the many hundreds in existence, it should be without peculiarities which draw attention to the individual characters, but should have a certain colour when seen as a mass. It should be self-effacing but clear, and, above all, easy to read, remembering always that a type with fine hair lines would print badly and would quickly become clogged in newsprint, antique paper, or the cheaper qualities of super-calendered paper, but would be suitable for imitation art. In this connection, compare the effect of the Leeds and Wolverhampton Journals. Both use a similar face, but the appearance is vastly different owing to the different papers."

Headings, the point system, machine setting, blocks, and lay-out, were other aspects of the vast subject of producing the printed magazine with which Mr. Barker dealt.

## Are "Inside" Articles Preferred?

A. W. MICKLEWRIGHT, editor, "The Wheel," Wallasey, submitted his opinions on the wide subject of branch magazines and their implications. His paper was deliberately provocative.

He opened with a consideration of the objects of a magazine—the establishment of direct contact between the branch executive and its members—and the use of the journal as a publicity medium for N.A.L.G.O. He advocated that branches not possessing a periodical of their own should be persuaded, and, if necessary, assisted to produce one.

Mr. Micklewright then discussed the relative merits of cyclostyling and printing, and the factors leading to good quality. He spoke of the relation between editors and editorial boards; and finally set out his views as to contents: "Branch magazines should be confined, as a general rule, to local branch matters. The inclusion of articles circulated by headquarters and divisional organisers, good as they are, does not appeal to the writer of this paper. Such articles can reach the eyes of members through . . . LOCAL GOVERNMENT SERVICE" Suggestions were then made to overcome the difficulty of obtaining sufficient material.

## Value of "Letters" Page

A SHORT thesis was given by R. Johnson, co-editor, "Enfield Naldo News," on what he termed "a widespread apathy towards N.A.L.G.O., and its activities." He showed how a journal could alter this state of affairs. "The branch magazine can be a powerful weapon, and, if purposely directed, can do much to stimulate an active N.A.L.G.O. spirit within the branch."

One section to be specially developed was the correspondence section, particularly if writers could be encouraged to be provocative or topical. The correspondence section gave an outlet for criticism and an opportunity for airing grievances.

He also advocated financial assistance from the N.E.C. to branches producing approved magazines: "We are doing work of national importance and this merits subsidization by the Association."

(Copies of the papers submitted at the meeting of editors may be obtained from the Public Relations Officer, N.A.L.G.O., 24, Abingdon Street, S.W.1.)

## MORE NEW MAGAZINES

Caterham  
Herts County  
Isle of Wight  
Oldbury

Shipley (Yorks)  
Wallington (Surrey)  
Wimbleton

CATERHAM CLARION  
HERTS NALGO NEWS LETTER  
WIGHT WHISPERS  
NALGOBLIRIAN

TOWN HALL TIT BITS  
BEDWAL  
WIMBLETON WASH-TUB

SIX MORE JOURNALS  
TAKE SHAPE.

SO much do this month's magazines vie with each other, that it is impossible to give any priority. Happily, the fact that the "Caterham Clarion," edited by a woman, is first in alphabetical order, averts any breach of etiquette. Mrs. D. V. Hay becomes the first branch editor in England, and provides a fine example of yet another rôle in branch activities, which can be played successfully by women. Clad in an artistic printed jacket, and carefully duplicated, the "Caterham Clarion" contains a miscellany of light reading amidst more serious comments on N.A.L.G.O. At present the arrangement of articles is rather unconventional, but this common weakness will disappear with experience.

A magazine should be planned so that a regular tempo of interest is maintained. Interest should gain in intensity as the reader proceeds from the introductory editorial to the leading article, and thereafter gracefully diminish. Alternatively, the main item might come almost first, with interest diminishing in, say, the sports section.

In "Wight Whispers," D. Graves has achieved rhythm in the arrangement of his material. Furthermore, the contents list is so set out that, at a glance, one may pick out items of particular interest. The 42-page magazine is duplicated, foolscap, with stiff board covers, also duplicated.

Oldbury has called its journal, "Nalgolbrian." It is edited by A. R. Nickless, and is well-balanced, though perhaps in the need of more illustrations.

News comes from A. Hart, secretary, Shipley, that "Town Hall Tit Bits" is to be revived. Copies of earlier numbers indicate that Shipley has been well in advance of the times for, in spite of the rise in standard of branch-magazine production, the 1935 edition would to-day take its place amongst our best journals.

Wallington, Surrey, charge threepence for "Bedwal," edited by G. H. Walker. Of the six journals, it is the best from the point of view of production. Headings are neatly composed and articles excellently sub-titled. There is a professional touch about its whole make-up.

"The Wimbledon Wash-Tub," from Wimbledon, is also a welcome newcomer. Some changes have taken place recently. "Naldo Newsletter," Norfolk, edited by J. B. Rix, has acquired a bright printed jacket—a merry one, too. It says: "2d. No deferred payments. No discount for cash. Registered for transmission at wastepaper rates." "Contact," London and Home Counties J.E.A., has wisely adopted the quarto make-up.

"Herts Naldo News Letter" assumed larger proportions than usual recently, when Herts County Council celebrated its jubilee. The special edition also marked the end of a period of editorship by F. J. C. Chapman, who has now handed over the pen to L. R. Misselbrook.

D. V. Hay, Clerk's Dept., Council Offices.  
L. R. Misselbrook, Bayley Hall, Hertford.  
D. Graves, County Hall, Newport, I.O.W.  
A. R. Nickless, Housing Estate Dept., Talbot Street.  
A. Hart, Town Hall.  
G. H. Walker, Town Hall.  
The Editor, Town Hall.



By "Appius"

JOY! the well-known cry is reverberating through the Cayton woods, and over the sand dunes at Croyde, again. On Saturdays, there are cheery greetings and a re-union of kindred spirits. "Well, I never, there's old Gracie again!" "Gracie" mark you not "Miss." The welcome is fully endorsed by the wag of "Smoky's" tail.

What is there about the centres that draws young and old, year after year? It is the spirit of Cayton and Croyde.

You feel it first at the "initiation" on Saturday evening when timorous newcomers, visualising some terrible torture, soon find it to be nothing but fun and jollity—a real introduction to other campers.

The "spirit" is guided—not disturbed—by the manager on Sunday morning when he tells new-comers what to do with their washing, how to leave their offspring in the care of the baby patrol, and at what hour visitors should be in their huts.

Follow the crowd to the billiard-room for the election of a chairman and the arrangement of a programme for the week. This is when the true spirit of the centres shows itself. When "Pete" is there, no one need fear that an artistic setting for coming events will be wanting. The job will probably take him all Sunday, but does he mind? Not likely—he enters into the spirit of things at once.

Start the day properly. Go to the shop at 7.30 for a cup of tea, a gossip, or an early leg-pull, and don't forget to take your hot-water can with you and to order your daily. Of course, it is contrary to the spirit of the place to allow young, attractive damsels in single quarters to fetch their

own jugs of hot water. They leave their jugs outside the huts—at first—in the hope that they will be attended by some one who danced with them the night before.

"Always eat when you are hungry,  
Always drink when you are dry,  
Always wash when you are dirty,  
Don't stop breathing or you'll die."

Those who come in after this are mulcted for a contribution to charity, demanded in a not-to-be-suppressed cry of "Box!"

Perhaps the spirit of the centres is best illustrated by the concerts. At Cayton, Tuesday is gentlemen's night. On Wednesday, the ladies are in evidence, and sometimes there is a joint affair. It matters little whether the efforts of the artistes are good or bad, they receive their due reward.

All are willing to help in any way they can. Should an elderly lady find it difficult to climb the cliff back from the beach, a dozen men will haul her up the slippery slopes on the donkey cart. Should chairs be needed for a cricket match, or a piano for a Venetian night, the haulers are there at once. Should a mere man need a robe for any special show—initiation, concert, prize distribution, or fancy dress parade—a lady with a needle is ready. If anyone is in need of liquid refreshment and sceptical of the manager's "it's only ten minutes to the village," somebody's car is generally forthcoming.

And what of the Friday evening binges and secret farewells? I often wonder what the trees in the woods could tell had they the gift of speech.

Saturday morning sees collars and ties reappearing. Smart suits are on view for the first time since the day of arrival; the disguise is almost complete. "Sauce" served up in silken hose and a fur coat is so different. Indeed, "shorts" seem to become her better. Then come the adieus. Are they sad? No fear.

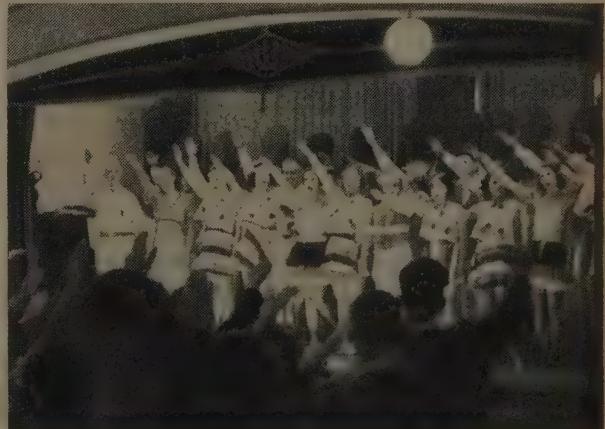
"Cheerio," says everybody, "see you again next year!"



Watch the crowd assembling outside the dining-room, waiting for the equivalent of the moving of the waters—the sound of the bell. Its call is answered without delay, and all incite one another in grace:



Sand, sea, and cliffs at Cayton, and visitors' concert party at Croyde. The costumes were made of crepe paper and oil cloth.



## DON'T LIVE TOO NEAR YOUR WORK

—advises A. C. Williamson

I NOTICED recently that Mudhampton council, advertising an unimportant vacancy at an inadequate salary, stated that the successful applicant would be required "to reside within the borough."

That is wrong! It means that the local government officer cannot live his own life in the way he chooses.

Those of us who live in the area in which we work know only too well what happens. Everybody knows by whom we are employed. Each, without exception, has at some time or other a grouse against the council. Some find its iniquities—fancied or real—a perpetual source of conversation, and direct their complaints at us. We are expected to answer every stupid question on council matters that can be hurled at us, in our own time, at the club, on the tennis court, or in the queue for the "ninepennies." If we explain that (a), we cannot discuss council policy, or (b), the subject under discussion does not come within the scope of our job, we are branded as either incompetent or stuck-up—sometimes both.

If there is a subscription list going, for any reason at all, we must give twice as much as others because, "after all, old man, it is only putting the ratepayers' own money into circulation."

### Officers Socially Cramped

Our wives hesitate to go to Town to do their shopping although the stores offer a better selection and things are cheaper there. Money coming out of the ratepayers' pockets must be spent locally; several councillors are shopkeepers.

We cannot even pop in for a quick one as other people do. Directly we are inside the door, half a dozen "good fellows" claim the right to buy us a drink, and ask in a whisper: "I say, old man, I suppose you don't happen to know what they are going to do about—?" "We stand our own rounds, and make some non-committal reply which is distorted and repeated—in strict confidence—all round the town.

If Tom, Dick, or Harry is summoned for exceeding thirty in a "built-up" area, it is not considered of sufficient importance for mention in the local newspaper, but if we have the same misfortune it calls for a full report under the heading, "Council Official in Police Court!"

And the remedy for all this?

Reverse the existing procedure. Require all officers to live *outside* the town in which they work. So long as they can get to the office in, say, an hour's journey, the greater distance away the better. Fast trains and modern arterial roads bring within a reasonable distance places not more than thirty miles away.

When this regulation is established, we can live the life of ordinary human beings. In our leisure moments we can forget our official worries. We can, if we wish, do those stupid things which even the most sedate sometimes feel tempted to do. We can criticise our local councillors and can confess to politics as violently Left or Right as we wish.

In other words, we can be human.

## Subjects For Debate

*This month we give a page to three members to express their own ideas on matters of interest to all local government officers.*

## WE ARE NOT TOO OLD AT THIRTY-FIVE

—says Allen Wyncril

HOW many members of N.A.L.G.O. are 35 or over? How many have noticed recently advertisements of vacancies—other than for chief officers—with the restriction that applicants must *not* be more than 35 or 40?

The effect of this is that men nearing the prescribed age-limit have little chance of obtaining a position with another authority.

Things were not always like this. The change appears to date from the general adoption of superannuation schemes. It may be the result of actuaries' advice to prevent the appointment of those not already covered by schemes who might throw a burden on the superannuation fund of the advertising authority.

It may be due to the growing belief in the capabilities of younger men, coupled, of course, with the fact that such employees will contribute to the superannuation fund over a longer period.

Anyway, youth appears to be getting its chance at last. Responsible posts, which used to be filled by employees with many years of experience, are to-day secured by young men. Recently a man of 29 was appointed town clerk of a large authority, and it is common to read of others of 26 being appointed assistant solicitors at good salaries.

But should officers of 35 be regarded as having given their best years? As one of those under 30 I say "No."

"When is a man at his best?" If the body alone is considered, between 25 and 30. After that the body begins to stiffen and slow down, although this can be remedied partly by exercise.

A man's brain is not fully developed until he is 28. As the body stiffens so the brain grows stronger, and provided it gets plenty of exercise, should be at its best when he is between 60 and 70. Our judges are examples of this. The trouble is that when most men reach 45 they think they know enough and stop learning. Then their brains start "stiffening."

Most men are at their best at 45, when the efficiency of the body and brain combined are likely to be at their highest. But they are by no means worn-out. They have many years of useful service before them. The best illustration of this is the fact that the majority of vacancies for chief officers are filled by men of about 45.

Now that superannuation schemes are compulsory, the time seems opportune for raising the age-limit, except in the appointment of persons outside the Service.

## WHY NOT RATES BY INSTALMENTS?

—asks W. G. David

EVERY spring and autumn we see from our newspapers that prosecutions for arrears in rates are on the increase.

In the "special areas," arrears have reached staggering proportions. Despite a revision in the system of grants and an improvement in the employment position, many householders will find it difficult to pay their rates when they become due. Councillors in such areas, genuinely concerned at the burden of the rates, feel a reduction to be impossible if the ordinary decencies of life are to be maintained. They would, however, welcome some method by which defaulting ratepayers could be treated with less severity.

Most people have to avail themselves of the hire-purchase or instalment systems to obtain such amenities as houses, gas stoves, wireless sets, and motor-cars, according to their resources. Why should this principle not be extended to pay for services such as public health, education and maintenance of highways?

Rates could be paid weekly, through the co-operation of the Post Office, in much the same way as health insurance contributions. Two cards, each covering thirteen weeks, could be issued to householders with a rate demand. The value of the stamp to be placed on the card each week would be of such an amount as would equal the rate demand at the end of twenty-six weeks. Stamps could be bought at any Post Office, and machinery could be set up to arrange for the cards to be returned and the total sum paid over to the collecting authority every three months.

### Kill "Final Demand" Boguey

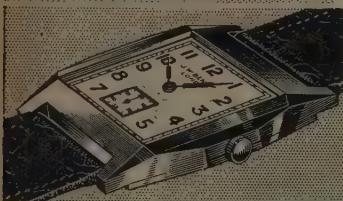
For example, a rural district in Wales has a family population of 7,000, living in 7,000 separate dwellings. Half yearly demands for rates average about £5 4s. a house. Under the scheme suggested, the householder would need to buy a 4s. stamp at the post office each week. If everyone in the area adopted the system, the Post Office could pay over at the end of three months no less than £18,200. This could be considered as payment in advance, for under the present system almost everyone waits until the middle of February or the beginning of September before paying up. A similar amount would be payable at the end of a further three months.

Not all would wish to adopt such a revolutionary measure, and details would have to be worked out for adjustments in respect of floating populations, but in broad outline there is every reason to think that the experiment would work out satisfactorily.

The Postmaster-General has stated publicly on more than one occasion that the Post Office is prepared to consider any suggestion to enable it to give still better service. Active and enthusiastic co-operation between the Post Office and local authorities for the removal of this thorny problem would prove a boon to many good citizens who find the present burden of national and local taxation almost intolerable.

# ★ WRITE YOUR NAME NOW

in the coupon below and get  
**BENSON'S catalogues**  
and details of these offers!



### GOLD "SIGNAL" WATCH

**5/-** with order can make you the owner of Benson's £7.10.0 solid 9 ct. gold "Signal" Pocket Watch. Balance of price payable in 14 monthly sums of 10/- and final sum of 5/-. These are REDUCED TERMS. 15-jewelled lever movement. Benson's full written guarantee of accuracy. Sent in velvet-lined case. Post coupon for free Pocket Watch catalogue and special order form.

### MAN'S GOLD WRIST WATCH

**6/-** with order can make you the owner of this solid 9-ct. gold £6.10.0 Wrist Watch. Balance of price payable in 12 monthly sums of 10/- and final sum of 4/-. These are REDUCED TERMS. Fully-jewelled lever movement. Benson's full written guarantee of accuracy. Strong leather strap with gold buckle. Sent in velvet-lined case. Post coupon for free Wrist Watch catalogue and special order form.

### LADY'S GOLD WRIST WATCH

**4/-** with order can make you the owner of this solid 9-ct. gold £4.4.0 Wrist Watch. Balance in 8 monthly sums of 10/-. These are REDUCED TERMS. Fully-jewelled lever movement. Benson's full written guarantee of accuracy. Moire silk band with gold snap fastening. Post coupon for free Wrist Watch catalogue and special order form.

### Lovely £7.10 DIAMOND RINGS

**5/-** with order can make you the owner of any ring in Benson's remarkable ONE PRICE range of £7.10.0 rings. Balance payable in 14 monthly sums of 10/- and final sum of 5/-. These are REDUCED TERMS. Exquisite settings and lovely gems, including diamonds, emeralds, opals, sapphires, etc. Post coupon for illustrations in colour of full range, and free copy of Benson's wonderful new Ring catalogue in natural colours.

## Catalogues Free —Post Today!

To J.W. BENSON, LTD. Department 'A'  
62 & 64, LUDGATE HILL,  
LONDON, E.C.4

Please send, post free, illustrated catalogues I have ticked, and details of Monthly Payments and SPECIAL  
N.A.L.G.O. DISCOUNT.

A	Pocket Watches, Chains
B	Wrist Watches
C	Rings (in Colour)
D	Jewellery, Cig. Cases, etc.
E	Plate, Cutlery, etc.
F	Clocks

Please tick catalogue(s) required

NAME.....

ADDRESS.....

L.G.S. June

## YOUR TOWN—IN WORD AND PICTURE

"Local Library Collections," by W. C. Berwick Sayers (Allen & Unwin, 5s.)

THERE is probably nobody in this country who can impart a general interest to a text-book for library workers better than Mr. Sayers. Granted, he has the advantage of a fascinating subject, but he might easily have made it intolerably dry. Instead, it may be read with profit and pleasure by students of local history and sociology and by officers who are really interested in their areas as living entities rather than as administrative divisions.

A local collection, it should be explained, is all the literary, documentary, and miscellaneous printed and written material concerning the area in which a library is situated, brought together in that library and made available to the public properly filed, catalogued, and classified. This rough definition should suggest the possibilities of such a collection. To have all the books, manuscripts, maps, photographs, and other material relating

to the district readily available would be to have the living history of the place at one's finger-tips.

Mr. Sayers is fully aware of the difficulties involved. Those in control of the library's finances must be convinced of the utility of this special work and the time and energy of the staff must be used to the utmost not only in the arrangement of material, but in the location and collection of new and rare items. Inevitably, the writer will be criticised by those in his profession. Some will disagree with his definition of the frontiers of library and museum material, others with his minuteness of classification, but few will be found to condemn either the subject or general treatment.

Incidentally, a short chapter is devoted to the formation of reference libraries located in local administrative buildings and specially planned as to contents for the use of municipal councillors and staffs.

## SEATS FOR 2s. 6d. AT TWO FINE PLAYS

The Theatregoers Association offers members of N.A.L.G.O. reserved seats for 2s. 6d. at "When We Are Married," Priestley's Yorkshire comedy at the Princes Theatre, and "Bridge Head" at the Westminster. "Bridge Head," first produced at the Abbey Theatre, Dublin, is by Rutherford Mayne, a Sean O'Casey disciple. The action, concerned with agriculture and land development, takes place in the private sitting-room of an hotel, and the office of a land commissioner, played by Wilfrid Lawson. The supporting cast includes Ruth Lodge, Edward Levy, Tony Quinn, Charles Victor, Christine Hayden, Adrian Byrne, and Stephen Murray.

Members can obtain particulars from branch secretaries, or direct from the Theatregoers Association, Victoria House, Southampton Row, W.C.1. HOLborn 7146.

## What's in a Name?

Residents in Smalley Lane, Nether Boggleton, have asked the council to change the name. In future it will be called Smalley Avenue.

\* \* \*

## Military Training Bill

Mr. Hore-Belisha has carried out enough reforms at the War Office to ensure that his tenure of the office will have a permanent place in Army history. Now in the Military Training Bill he restores the term "Militia," after twenty-one years.

There is no truth, I understand, in the Lobby gossip that he toyed with the idea of calling it the "Bilitia."

— "Peterborough," in the "Daily Telegraph."

\* \* \*

## A.R.P. Symposium

Sir Alexander Rouse, chief technical adviser to the A.R.P. department, revealed yesterday that the Home Office dislike deep bomb-proof shelters because they would give civilians at home more protection than soldiers and sailors would have in the fighting lines.

— "Daily Express."

\* \* \*

To-day the first consignment of the 4,000 Strabismus Cardboard Air-Raid Shelters is to be delivered to some of the people who are to be evacuated by balloon in time of crisis. Great care has been taken not to use out-of-work men for the construction of these shelters, in order to avoid the appearance of compulsion.

In a month or so lady guides will visit



the possessors of shelters and show them how to put them together.

The doctor has replied to the selfish rich people who have refused to have evacuation balloons on their land that everything is voluntary. In villages where their wealth gives them a predominant position they can easily avoid all the pestering and form-filling which are a part of the campaign for universal neuroasthenia, and which the poor are afraid to resist.

— "Beachcomber," in the "Daily Express."

\* \* \*

Complaint that neither Hereford city nor county possesses a single gas mask, except for demonstration purposes, has elicited the information that the supply was sent to Hertfordshire by mistake.

— "Birmingham Post."

\* \* \*

A punt which four boys were charged with stealing was stated at Windsor juvenile court yesterday to have been found by the police in flooded A.R.P. trenches.

The boys said that they saw other children boating in the trenches and borrowed the punt for a mimic sea battle.

— "News Chronicle."

\* \* \*

## Howler

Water is a light-coloured, wet, liquid which turns dark when you wash in it.

## AT RANDOM

### By "HYPERION"

There is nothing new under the sun, nor can we make ourselves new



eyes; but the angles of vision, thank God, are innumerable.

\* \* \*

## Get thee to a bunnery (Hamlet)

Beneath the dark hood was revealed the gentle, sweet face of a young bun, wrapped in contemplation.

(From a serial.)

\* \* \*

## Toothless Explorers?

Mother (to small boy who refuses to have a very loose tooth pulled out): "You'll never make an Arctic explorer."

Small Boy: "But I don't want to be an Arctic explorer."

\* \* \*

## Another Stanhope

Lord Stanhope is not, it seems, the first of his distinguished family to cause controversy in the newspapers.

My attention is drawn to an incident which occurred as far back as 1857. It arose from the versifying of an eccentric poet called Baker, who devoted his muse to eulogizing the powers of steam.

In canto nine of one of his efforts he refers to a paddle-steamer for which the Lord Stanhope of the day was responsible:

Lord Stanhope hit upon a novel plan  
Of bringing forth this vast Leviathan  
(This nation first Genevois' genius struck);  
His frame was made to emulate the duck.  
Webb'd feet had he, in Ocean's brine to play;  
With whale-like might he whirl'd aloft the spray;  
But made with all this splash but little speed;  
Alas! the duck was doom'd not to succeed!

This was too much for Lord Stanhope's butler, Mr. Banks, who thought the description referred to his lordship himself, and not to the steamer. Mr. Banks therefore wrote a protest to "The Times," in which he rebuked Mr. Baker, saying:

"His lordship's feet and frame were most agreeably formed, and perfectly adapted to meet every obligation of the high rank and privilege to which it pleases God to call an English nobleman."

— "Evening Standard."

## American Advertisements

"Ask the President of your Bank, or any Intelligent Person, about Yim Ya Pills for Indigestion."

\* \* \*  
"I could go for him—if he had a Bronco face."

\* \* \*  
"The fourth in a line of Navy men can't take chances with his teeth and gums."

\* \* \*  
"How Beautiful is your Chewing Machine?"

\* \* \*  
"New—Tulip-pattern Swankyswigs for Kraft Cheese Spreads."

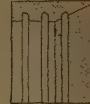
\* \* \*  
"This cereal: it's bite size!"

"HAVE YOU DONE YOUR BEST BY YOUR DEAR DEPARTED? TRY OUR SPECIALITY DEATH SMILES."

— From Cecil Beaton's "New York."

## Progress :

"Dear Sir," wrote Mrs. Brown, "my dustbin has not been emptied this week. Will you please have this done?" This letter, having successfully navigated the complicated channels of H.M. Post Office, at last reached the Town Hall, where, the envelope having been opened by one clerk, the letter stamped by a second, and entered in the appropriate register by a third, it was eventually placed before the august eyes of the Town Clerk, who wrote upon it "Kindly ascertain the reason for this inefficiency and prevent a recurrence," and handed it to the less august Deputy Town Clerk, who muttered something inaudible, and gave it to the not august but industrious Committee Clerk, who said "Dear, dear!" and rang for his chic and somewhat industrious typist, who, when she had finished eating an orange, condescended to oblige by writing a dignified and tactful memorandum to the



The young welfare worker who read of

Borough Engineer, who whistled the first verse of "O God, our help in ages past," and sent on the memorandum to his harassed Superintendent with a request for a report, who handed it to the foreman, who spelt it out laboriously and submitted it to the charge hand, who looked blank and said "Gor' blimey, did we miss that one?"

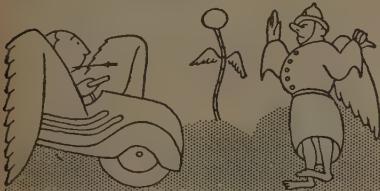
So the foreman told the Superintendent, who explained to the Borough Engineer, who whistled the second verse of "O God, our help in ages past" and communicated the information to the Town Clerk, who handed it to the Deputy Town Clerk, who rang for his typist, who, remarking that men were slave-drivers, reluctantly finished powdering her nose and typed the following letter to Mrs. Brown:

*Dear Madam,—Referring to your letter of the 15th instant, I have now made inquiries into your complaint, which I find is due to an oversight on the part of the men concerned. I much regret the inconvenience you have been caused, and have taken the necessary steps to ensure that there will be no recurrence of this inefficiency."*

Then the Post Office got to work, and the following day Mrs. Brown received her letter, just as she was going away for a fortnight. She was particular to lock her back door.—From "The Wheel" (Branch Magazine of the Wallasey Branch).

\* \* \*

#### Motorist's Last Words



This car drives itself.

I love the early morning—it's so empty.

It's all right—she's not in gear.

—W. D. H. McCullough.

\* \* \*

#### Esprit de Corps

Old Lady (to Park Attendant): "Do these flowers belong to the primula family?"

Park Attendant (proudly): "No, madam, they belong to the London County Council."

\* \* \*

#### Mayor's Corner

December 11, 1835.

"My Dearest Child,—Few are the adventures of a Canon travelling gently over good roads to his benefice. In my way to Reading, I had, for my companion, the Mayor of Bristol when I preached that sermon in favour of the Catholics. He recognised me, and we did very well together. I was terribly afraid that he would stop at the same inn, and that I should have the delight of his society for the evening; but he (thank God!) stopped at the Crown, as a loyal man, and I, as a rude one, went on to the Bear."

—Rev. Sydney Smith to his daughter.

## "Hyperion" writes on Local Government

For years—and particularly since the public relations campaign was intensified—N.A.L.G.O. has urged the need for a book that would tell the essential facts of local government in bright, compact, and readable form, attractive to those millions of men and women who to-day benefit from its services but know little or nothing about it, and, in consequence, complain when they are asked to foot the bill. At last the need has been filled.

"The A.B.C. of Local Government" is the book, and the fact that its author is C. Kent Wright, B.A., town clerk of Stoke Newington—better known to readers of LOCAL GOVERNMENT SERVICE as "Hyperion" is a guarantee of its quality. The Minister of Health, in a foreword, says: "I have myself read his book with interest, appreciation, and profit, and I have no doubt that students, teachers, and ratepayers will do the same."

The book is published by Evans Brothers, Ltd., in conjunction with N.A.L.G.O., and costs 4s. 6d.

For every copy ordered through N.A.L.G.O. the publishers are giving 1s.—less postage—to the B. & O. Fund.

Every officer should have a copy, and should persuade his friends in and out of the Service to buy it. Send your orders to headquarters through your branch secretary—bulk orders will save postage and thus mean more for the fund, and your branch will be credited with the amount received.

#### The Retort Discourteous.

I am reminded of the occasion when a strawberry-leaved lady was telling Lord Berners of her inability to secure a table in a restaurant. "The head waiter," she said, "was most disobliging. But, of course, when I told him who I was he gave me a table at once."

"And who were you?" Lord Berners asked.

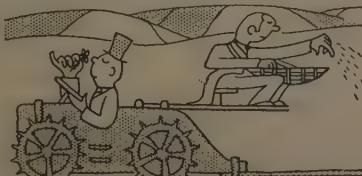
—Patrick Balfour.

\* \* \*

#### Signs of the Times

Michael Standing (interviewing passers-by): "Are you a farmer?"

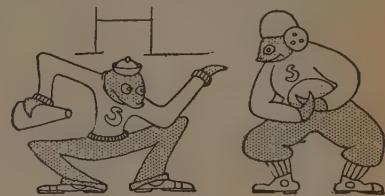
Man: "Oh, definitely."



(Not, as one might have thought: "Dangit, 'course Oi be varmer," or "Ar, that Oi be an' proud to be, too," or even "Yes, I am.")

#### Advance of Civilisation in the U.S.A.

Swallowing live goldfish has become a craze in the colleges of the United States. The authorities are alarmed and issuing edicts to ban it. The record was recently recaptured for Harvard University by



Irving Clark, Junr., who swallowed twenty-nine fish, and described his meal as "kinda bitter, but they go down easy."

\* \* \*

#### The Only Reason for War

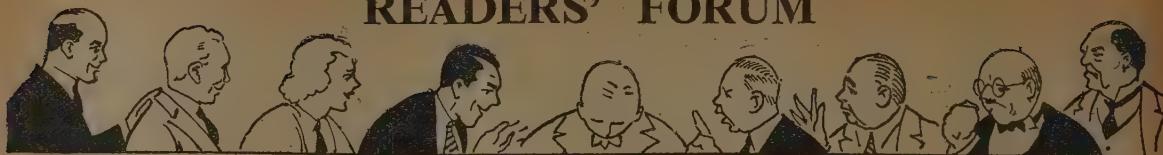
No Government in the world has the right to declare war for a principle. The principles for which nations fight are rarely found to have any objective validity when they are examined in a critical spirit. They are, very often, sentiments and opinions derived from current popular philosophies, shreds of history, and emotions of the moment. Sometimes they will serve to conceal more tangible aims. It will often be found that the true war aims of a power are rational, whereas the "principles" for which the war is ostensibly waged—"principles" put forward to justify it in the eyes of the world—are irrational. The principles for which a war is begun will often change in the course of the war and will rarely be those on which the peace is founded. Even material war aims are often transformed by varying opportunity and circumstance while war is still being waged.

The impact of war produces profound psychological changes amongst all the belligerent peoples. War, especially modern war, releases many hidden forces and may transform whole nations in their outlook and their policies by a rapid sequence of unexpected events. It is therefore idle to talk about "steady and collective resistance to all acts of unprovoked aggression," about "sentiments" that are not "variable" and "principles of international conduct which can be held with firm, enduring, and universal persistence."

To provoke aggression is certainly an outrage, but aggression has to be resisted if it menaces a vital interest, whether it has been provoked or not. National sentiment is often unreliable and may vary with varying conditions—to expect anything else is to expect far too much of human nature.

War—whether masquerading as "sanc-tionist" or not—is a calamity of such awful kind, and, even when used by a Great Power to coerce a small one, so uncontrollable an instrument, and so full of uncertainty, that any Government committing a country to war, except to defend the lives and the present and future happiness of its people against a mortal danger, deserves to be swept out of existence.—From "Unto Caesar," by F. A. Voigt.

## READERS' FORUM



### NATIONAL SCALES The Teachers' Standard

I congratulate Mr. Allen on his excellent article on the salaries drive. It's a consolation to know that the N.E.C. is directing its efforts in the right direction—national scales.

Teachers are undoubtedly the pets of local authorities. The Education authority will pay the Burnham Scale (£234—£15—£480) to a graduate assistant teacher straight from the university without question and never turn a hair.

There must be thousands of graduates with equivalent qualifications and equally responsible positions in other branches of the Service, yet for them the usual scale appears to be about £200—£15—£350. How does the local authority explain this discrepancy? I suggest that, when regional and national scales are formulated, N.A.L.G.O. should strive for the Burnham Committee standards. By what argument could a local authority withhold from local government officers what it has already granted to teachers?

“INTERESTED.”

### Strike Action Illegal

In your May number “A Realist” advocates strike action as a potential instrument in N.A.L.G.O.’s salaries campaign. But surely this is to ignore the facts of the law.

In the first place, it is arguable that where conditions of service stipulate one month’s notice of termination, an action would lie for breach of contract against any officer who ceased work without regarding this condition.

In the second place, obligations explicitly imposed by statute cannot be evaded with impunity.

Thirdly, by section 6, sub-section 4, of the Trade Disputes and Trade Unions Act, 1927, officers of local authorities who by strike action cause “grave inconvenience to the community” are liable to a fine not exceeding £10 or not more than three months’ imprisonment.

These penalties are increased in the case of officers of public utility services by section 4 of the Conspiracy and Protection of Property Act, 1875, and section 31 of the Electricity Supply Act, 1919.

D. R. WOODMAN,  
128, Leghorn Road, N.W.10.

### PLIGHT OF THE JUNIOR “Moaners” Not Destructive

We read with disgust the shameful effusion signed by K. F. Welch, in your April number.

It would appear that he, like many other seniors, is now in a position to sit back and view with the usual self-centred complacency the endeavours of younger members to ameliorate their plight and supplement the miserable pittances for

which they are now devoting to the Service the best years of their lives.

He does not seem to appreciate that their “moans and groans” are, in fact, constructive and not destructive criticisms, since a Service such as ours cannot hope to attract the right sort of entrant unless the salaries are adequate.

He suggests that Juniors should peruse the official appointments column of the weekly journals; perhaps he can explain how, by so doing, we can augment the insufficient salaries which would appear to be general.

Mr. Welch amazes us by his ignorance of the principles of collective security, which we hope we shall obtain through our membership of N.A.L.G.O. We admit that alone we cannot prevail against prejudice such as his.

His remarks on marriage are entertaining. With salaries at the present high level most of us can look forward to being able to afford marriage when we are due for a pension, when our income will be reduced by one-third.

We are not surprised that the correspondents to whom he refers did not append their names, since it is obvious that such action might prejudice their careers, in view of the narrow-mindedness which seems to be prevalent among senior members of the Service towards juniors expressing their own opinions.

“THREE MORE MOANERS.”

### Mr. Welch Replies

Mr. “PRO BONO JUNIOR” appears to have missed the salient points of my letter, although I thought that I had made myself clear. My suggestion was that, instead of filling this Journal with moans, juniors should try something on more constructive lines.

How he arrived at the “Me Myself, etc.” conclusion is beyond my comprehension, for, on the contrary, I am all for the juniors receiving “a square deal,” but by more concrete methods. I would suggest that he read the article on pages 146 and 147 of the May issue of the Journal, especially the last paragraph but one on page 147. Does that suggest that juniors should write to LOCAL GOVERNMENT SERVICE?

For his information I would add that to speak your mind you do not necessarily have to be “an elderly person with a comfortable income, probably bachelor, etc.” As a matter of fact, I am a bachelor, and might one day manage an autographed photograph for Mr. P. B. J.

Messrs. Ball, Mussell, and Inglis rather surprised me with their letter. Their first paragraph is purely hypothetical, their second is good, in their third they agree with me, but I would say that moaning may be more of an injury than a help, and their last paragraph is irrelevant and hopeless.

It would appear from their knowledge

of English that a dictionary would be more useful to them than being “blessed with the wonderful happiness of love.” Have they ever seen the word “impecunious” before? I think not. Try impecunious. It sounds better.

KENNETH F. WELCH,  
The Guildhall, Portsmouth.

### N.A.L.G.O. YOUTH SECTION Advisory Committees Urged

The vital need for youth entering local government Service to be organised through a national body capable of administering to their needs makes the formation of a specific “Youth” section of N.A.L.G.O. imperative.

To-day, in many professions, and in the Civil Service particularly, the Youth Advisory Committees and the Youth sections are attracting hundreds of recruits, anxious to assist their unions to obtain the conditions of work for which they are striving.

I am sure that amongst the younger members of N.A.L.G.O. there are many who, like myself, feel that the best way the twofold task of doubling the Association’s membership and improving the lot of the junior officer can be accomplished is by the formation of just such a N.A.L.G.O. Youth Section, co-operating on matters affecting service conditions through Youth Advisory Committees. I would welcome comment on this suggestion, since I intend to propose such a step at the next meeting of my branch.

SIDNEY PALACE.  
387, City Road, E.C.1. L.C.C. Branch.

### NOT SO WILD WALES Newport’s Health Enterprise

To a reader who has not studied the whole of the report of the Committee of Inquiry into the Anti-Tuberculosis Service in Wales and Monmouthshire, your paragraph headed “In Wildest Wales” in the April “Notes and Comments,” might give the impression that bad conditions are prevalent throughout the whole area. I realise, of course, that restricted space prevented you from dealing at length with the report. The fact is that it speaks highly of the services provided by the large authorities, such as Newport.

I enclose an official memorandum dealing with Newport Corporation in relation to the report, from which you will observe that tribute is paid by Mr. Clement Davies, K.C., M.P., and Dr. Coutts, to the high standard of administration of the health and housing services in Newport, especially to suggestions it put forward for certain reforms of the law (particularly of the Public Health Act, 1936), which were approved by the Committee of Inquiry. These amendments, if put in hand, will further and improve the administration of public health and after-care functions of all local authorities in England and Wales. In this respect Wales leads the country.

The Newport Branch of N.A.L.G.O. co-operated in organising a public meeting, addressed recently by Mr. Clement Davies, who is conducting an anti-tuberculosis campaign in Wales and Monmouthshire. I hope that, through our public relations organisation in the South Wales and Monmouthshire District, we shall be able to give active and valuable support in other ways to this important campaign.

In spite of the heavy burden of the distressed areas and special local problems of rural districts, Wales and Monmouthshire make no small contribution to good local administration in Britain.

J. RUFFE-WILLIAMS.

Municipal Chambers,  
Newport, Mon.

## SPANISH REFUGEES

### How Members Can Help

May I appeal to all members of N.A.L.G.O., many of whom responded so generously to the call for "food for Spain," to make some small sacrifice on behalf of the thousands rendered homeless and destitute as a result of the Spanish conflict.

With the sympathetic co-operation of the Governments concerned, an effort is being made to help Spanish refugees, exiled from their homeland, to make new homes in Mexico and other Latin American States. The obstacles in the way of this scheme are the immediate feeding, clothing, and keeping alive of the refugees, the cost of transport (about £20 per head) and the provision of temporary homes in this country for the comparatively small number permitted to land here.

Any member able to assist financially, by gifts of clothing or equipment, or by offers of temporary hospitality to adult or child refugees is asked to communicate with me.

J. FLANAGAN.

Gas Department, Manchester.

## BRANCH NEWS IN "L.G.S."

### "Purely Local Interest"

I was surprised to read Mr. Leonard Fletcher's letter and to observe that he is a journalist and a public relations correspondent. I can only reply, as an ordinary member of N.A.L.G.O., that although LOCAL GOVERNMENT SERVICE is not the ideal journal, I should regret the publication of more branch news to the detriment of the present features.

Branch news is generally of purely local interest and, apart from gratifying those individuals whose names and activities are recorded, is of little interest to the main body of members. Indeed, I am glad to learn on Mr. Fletcher's own admission as to the destination of some of his previous contributions, that you, sir, are a man of discretion, printing only the news from branches which is of general concern and encouragement. I cannot think that details of petty happenings would foster the competitive spirit between branches.

With a laudable attempt to get away from the continued emphasis on "bread-and-butter" matters, you have introduced in several recent issues leading articles on topics of real importance to local government, but it would appear that you have marched too far ahead of the general membership, since the only appreciation of an interesting and amusing forecast of the

future of county councils is a caustic comment from one of the more enlightened members of N.A.L.G.O.

Please do not cut down "Hyperion's" well-balanced pages; they are the first to be read by many members. Although I am not a Bridge fiend and have little time for novel reading, I realise that there must be many members to whom articles on these matters are of interest, and I do not begrudge the space devoted to them. As for that half page devoted to cigarette cards illustrating aspects of local government, surely a public relations correspondent should be the last person to discourage new ideas of "putting over" local government.

Continue the leading articles by experts on the wider issues of local government, such as regionalism, planning, the place of voluntary co-operation, and the need for systematic education of the elected representative and the electorate. Encourage us to "think big," but please do not foster parochialism; local government is far too full of it already.

READER.

### "Dull and Uninteresting"

If Mr. Fletcher's appeal for more branch news bears fruit, I am sure the result will be so much more waste paper. The trouble is not in the lack of news, but the dreadfully dull method of presentation.

Rightly or wrongly, I am not the least interested to read that ". . . at the Blanktown annual dinner Councillor Windbag congratulated the branch on its progress and presented a gold watch to Mr. C. O. Lector on completion of 10 years' valuable service as branch secretary." Such an announcement has a purely local appeal, and if branch news is to be of any value, it must be served up in a more palatable form.

My suggestion is that the branch page be confined to more detailed reports of, say, two or three functions only, and, furthermore, that they be readable. If necessary, let "Hyperion" edit the page; for, despite Mr. Fletcher's criticisms, his contribution is my first thought on receiving my magazine.

K. W.

### A Word for "Hyperion"

I have tackled several members of my section and their views on the contents of LOCAL GOVERNMENT SERVICE may be of interest.

The Bridge and cinema articles have no special local government interest, and in any case, persons interested are well catered for in the popular Press.

"Hyperion" is looked upon as almost up to professional standard, and is welcomed as a contrast to the more serious pages on "bread and butter." The loss of the two pages of humour which he provides would be viewed with disfavour.

"X-RAY."

P.S.—The headquarters page was a veritable jumble last month; could it not be straightened out and made more attractive?

### Mr. Hobson's Farewell.

Having read Mr. Leonard Fletcher's letter in your May issue regarding the allocation of more space to branch news, I would like to assure those who share his

views that I am in such complete sympathy with them that I welcome the agreement between ourselves that I should now discontinue the monthly Bridge article.

I feel there is much to be said in favour of a reduction of the space allotted to lighter material, though I hope you will be able to spare a page for the breezy efforts of "Hyperion."

NEVILLE HOBSON.

Lairgate, Beverley.

Mr. Hobson's announcement gives us an opportunity of thanking him, on behalf of many members, for the instruction and pleasure his advice has given them, and of expressing the hope that, though Bridge has gone, his connection with the journal will not thereby be severed.

## RETIREMENT AT 55?

### Voluntary Scheme Urged.

From the Local Government Act, I understand that the earliest age at which an officer may retire is 60 (after 40 years' service).

Could there be an amendment to this to provide that anyone who chose might cease working at, say, 55, and wait until 60 to receive his pension? If such provision were made, I think that some officers, able to manage for five years on their savings, would be glad to retire, thereby benefiting themselves, enabling younger men to be promoted, and saving money to the authorities employing them. Even if there were only half a dozen in each district willing to retire at 55, the amendment would be worth while.

"NALGOITE."

## SPINSTERS' PENSIONS

### An Appeal to Women Members

It has been suggested to me that there are many women members of N.A.L.G.O. who would be willing to support the National Spinsters' Pensions Association if only they were better acquainted with its aims and objects.

These are, firstly, to obtain pensions for spinsters contributing to National Health Insurance at the age of 55 instead of 65 as at present, and, secondly, to urge the Government to extend the age limit in the new contributory (voluntary) scheme to include spinsters now over 55.

Our major grievance is with the spinsters' position under the National Health and Pensions Scheme. We claim that when her respective payments and benefits are considered, as against those of other classes, she is not receiving anything like the same value for her contributions. Our claims, therefore, are based on actuarial grounds and on grounds of equity with the widow.

Our campaign has revealed that an alarming number of ageing women are unable to keep pace with modern industrial methods and experience great hardship long before they reach the age of 65. The estimated cost of our scheme is £4,400,000, which seems light when weighed against its benefits. We have proof that half a million pounds would be saved to the country annually in public assistance if this reform were effected.

Copies of the "Spinsters' Charter" may be obtained at 1½d. each, including postage, on application to me.

FLORENCE WHITE.  
21, Scholemoor Lane,  
Lidget Green, Bradford.



## FROM MY BOOKSHELF

By Jonas Praps



### The Snow Trail

THE first two chapters in Joseph Crad's "Trailing Through Siberia" (Gifford, 10s. 6d.) are appetisers. They vividly describe a 300-mile dog-team sledge race under appalling conditions in Alaska. They are the preamble to the author's experiences farther afield in Tchuck-Chi Peninsula, Arctic Siberia, on the westerly side of the Behring Strait. It would be hard to find a better, more intimate picture of Eskimo life. The author lived with them for months, shared their homes, food, hunting, and sufferings, until the coming of the all-too-brief summer. The chapter describing the melting of the ice under the sun's influence, "crushing, grinding with the weight and force of millions of tons of water behind it," is outstanding.

### Zeppelins: The Man and the Machine

In "Count Zeppelin: The Man and His Work" (Massie, 8s. 6d.), Dr. Hugo Eckener is inclined to idolise his subject. The count's whole life was animated by the desire to construct an airship which would be of service in commerce and communication, not necessarily in association with destruction in war. This is remarkable, since he was trained principally as a soldier, and it was not until after his retirement at about fifty-two that he was able to devote his whole energies towards his ideal.

### The Fate of Austria

I suppose some day the full story of recent events in Europe will be told—we have had it piecemeal from varying sources and the impression is not a happy one. In "A Pact with Hitler: the Death of

Austria" (Gollancz, 12s. 6d.) we have an authentic record of the annexation of that country by Germany. Herr Fuchs was confidential assistant to Schuschnigg and writes with authority. His record does not add to one's faith in pacts with dictators.

### Politics

Reginald Northam in "Conservatism the Only Way" (John Gifford, 10s. 6d.) discusses tendencies in political life. There have been many books on this subject with a leaning "Leftwards." Here we get the "Right" viewpoint, and one cannot quarrel with the writer's sense of fairness, even if with his case. The earliest chapters are introductory, describing the growth of the political system and the new grouping of Right and Left. The major portion describes Conservatism in principle and practice.

### Magnolia Street Again

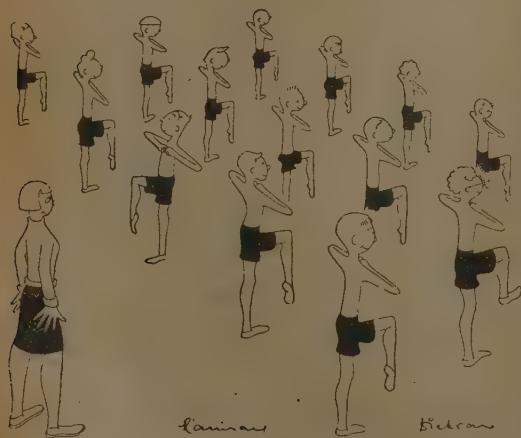
One expects something of the Jew-Nazi situation in the pages of Louis Golding's novels. His latest, "Mr. Emmanuel" (Rich & Cowan, 7s. 6d.) is no exception. The scene opens in Magnolia Street, where Mr. Emmanuel, now wifeless, and on the point of retiring and joining his eldest son in Palestine, finds "handwriting on the wall" in the chalking of a swastika on his door. The colours are, I think, laid on unevenly; the German characters harsh to unloveliness, and the rest too colourful. Still, the story is well written, and gripping.

### A Sportsman

Sport in general, and rowing in particular, form the main interest in the autobiographical "Life's a Pudding," by Guy Nickalls (Faber, 15s.). Nickalls was a famous oarsman of his day and stroked the Oxford team to victory. The title is a quotation from W. S. Gilbert, and the author certainly took "life as it came." The book is racyly written, though too detailed in rowing data for the average reader. The chapters relating his hunting experiences in Africa and war services in 1918 make good reading.

### Speed.

The tendency towards speed is not so modern as one might imagine. Captain G. E. F. Eyston's book "Fastest on Earth" (Miles, 7/6) is a thrilling account of motor speed records from that of 1898, when 39'24 m.p.h. was set up, to his own recent record of over 350. . .



It is unwise to inform the backward child of his position

## DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

### WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued *free of charge*. At the 1938 (Extension Scheme) examination the ONLY Candidate to obtain the Diploma was a WOLSEY HALL Student.

### FREE PROSPECTUS

from the Director of Studies, Dept. RH28,  
WOLSEY HALL, OXFORD.

## BEETLES BRING DIRT AND DISEASE

Authorities who are really troubled with beetles, crickets, ants, etc., cannot afford to ignore the claim of MINSEC: it contains no Borax, Plaster of Paris or any bulky ingredient, but it is 100 per cent EFFECTIVE and the price is much lower than that of any other first-grade insecticide. 100 old, badly infested properties can be absolutely cleared for £9. Results guaranteed. Used by hundreds of Municipal Authorities. Generous sample will be sent to Chief Sanitary Inspectors on request. Readers who are troubled with insects in their homes can clear them out with one drum, 1s. post free.

### MINSEC CO., Newport, Mon.

### NO TAX INCREASE

The saving on only one set of tyres bought from us at special N.A.L.G.O. prices will pay your next year's additional motor tax. Rebuilt, and Clearance tyres by famous British manufacturers. Free fitting in London and 40 Towns. New Tyres and all Accessories. State tyre size and ask for special quotation. Illustrated catalogue post free.

TYRE MAIL LTD.,  
87/91, VICTORIA STREET, LONDON, S.W.1.  
Tel.: ABBey 1378, 4

### FOUNTAIN PENS

at nearly HALF-PRICE to Members  
of the N.A.L.G.O.

We have purchased from the well known manufacturer one gross of each Fountain Pens. These Pens are usually sold at 10/6. We can supply Members at the greatly reduced price of

5/6 each

These Pens are lever filling, fitted with 14 ct gold nib and Iridium tipped. State whether Fine, Medium or Broad nib.

THE COBHAM TRADING CO.,  
Cobham House, 24/26, Water Lane,  
LONDON, E.C.4.

## N.A.L.G.O.'S NEW NATIONAL COUNCIL

Below is a list of those elected to the National Executive Council for 1939-40 with the votes they received. The new members of the Council are Messrs. R. Adams, W. R. Beevers, A. Clark, J. F. Davidson, E. R. Davies, W. O. Dodd, H. A. Jury, E. Robins, F. Sharpe, and Rhys Williams

### METROPOLITAN.

J. T. Baker ...	Rate Collector, Lambeth M.B. ...	6930
A. A. Garrard	Assistant Secretary to the Education Committee, East Ham C.B.	5370
E. A. S. Young	Assistant Director of Education, Willesden B.	5646
F. D. Barton ...	Borough Engineer and Surveyor, Hammersmith M.B.	5310
F. E. Cox ...	Assistant Chief Relieving Officer, London C.C.	5074
A. Pinches ...	Chief Electricity Collector, Croydon C.B.	5044
L. Worden ...	Town Clerk, Hendon B. ...	4444
H. A. Jury ...	Clerk, Wimbledon B. ...	3781

### NORTH-WESTERN AND NORTH WALES.

T. Freeman ...	Chief Accountant, City Treasurer's Dept., Manchester C.B.	15281
L. H. Taylor ...	First Committee Clerk, Salford C.B.	13322
H. Russell ...	Chief Clerk, Gas Dept., Stockport C.B.	13187
E. L. Riley ...	Superintendent of Lettings, Housing Dept., Liverpool C.B.	13133
E. H. Mason ...	Traffic Superintendent, Transport Dept., Manchester C.B.	12578
C. A. W. Roberts	Manager, Walton Hospital, Liverpool C.B.	12450
J. H. Warren ...	Clerk and Solicitor to the Council, Newton-le-Willows U.D.C.	11211
J. H. Tyrrell ...	Deputy Public Assistance Officer, Lancashire C.C.	10217
F. Sharpe ...	Chief Clerk, Electricity Dept., Oldham C.B.	9329
A. Clark ...	Chief Clerk, Borough Engineer and Surveyor's Dept., Bolton C.B.	8485

### NORTH-EASTERN.

V. Grainger ...	Senior Grade Clerk, City Treasurer's Dept., Newcastle-on-Tyne C.B.	4276
R. E. Heron ...	Chief Administrative Assistant Education Dept., Sunderland C.B.	2697
J. W. Vince ...	Clerk, Education Committee, Durham C.C.	2680

### YORKSHIRE.

H. Allen ...	Senior Clerk, Treasurer's Dept., West Riding C.C.	7486
T. Nolan ...	Chief Assistant, Accountant's Dept., Electricity Dept., Leeds C.B.	6425
A. G. Bolton ...	Senior Accountancy Assistant, Harrogate B.	4815
J. H. Clark ...	2nd Assistant (Rates Section) City Treasurer's Dept., Wakefield C.B.	4412
W. R. Beevers	Hospital Steward, Sheffield C.B.	3766

### EAST MIDLAND

A. B. Day ...	Surveyor of Buildings, Education Dept., Nottingham C.B.	4312
J. Chaston ...	Town Clerk, Kettering B. ...	3790
E. Robins ...	Deputy Town Clerk, Leicester C.B.	3696

### WEST MIDLAND

F. H. Harrod	Director of Education, Coventry C.B.	3393
H. Taylor ...	Deputy Town Clerk, Stoke-on-Trent C.B.	2965
G. A. Stone ...	Controller and Licence Officer, Taxation Dept., Worcestershire C.C.	2471

### EASTERN.

E. F. Bacon ...	Superintendent, Attendance and Juvenile Welfare Dept., Education Committee, Norfolk C.C.	3192
A. Denton Ogden	Chief Sanitary Inspector, Chelmsford R.D.C.	2324
W. E. Hudson ...	District Clerk, Essex Education Committee (Dagenham District) C.C.	2106

### SOUTH-EASTERN.

W. A. N. Baker	Chief Sanitary Inspector, Maidstone B.	2438
H. J. Altoun ...	Rating Officer, Hastings C.B. ...	2105
W. O. Dodd ...	Deputy Town Clerk, Brighton C.B.	1832

### SOUTHERN.

D. L. Griffiths	Town Clerk, Aldershot B. ...	1780
E. R. Davies ...	Deputy Clerk, Berkshire C.C. ...	1213

### SOUTH-WESTERN.

C. J. Newman	Town Clerk and Clerk of the Peace, Exeter C.B.	3830
R. T. Shears ...	Senior Officer, Clerk's Dept., Devon C.C.	3762
J. F. Davidson	County Medical Officer of Health, Somerset C.C.	2490

### SOUTH WALES AND MONMOUTHSHIRE.

A. J. Gould ...	Clerk of the Rhondda and Pontypridd Guardians Committee, Glamorgan C.C.	2969
G. Llewelyn ...	Chief Clerk, County Accountant's Dept., Monmouthshire C.C.	2634
Rhys Williams	Deputy Accountant, Gellygaer U.D.C.	2539

### SCOTTISH DISTRICT—GLASGOW AREA.

A. G. H. Archibald	Chemist, Chemist's Dept., Glasgow B.	Returned unopposed
--------------------	--------------------------------------	--------------------

### EAST AND NORTH AREA.

R. Adams ...	Clerical Assistant, Corporation of the City of Edinburgh	Returned unopposed
--------------	--	--------------------

### SOUTH AND WEST AREA.

J. Brown ...	Chief Committee Clerk, Lanarkshire C.C.	Returned unopposed
--------------	---	--------------------

### WOMEN.

Miss I. Stansfield	Assistant, Juvenile Employment Bureau Education Dept., Manchester C.B.	32394
Miss E. Dawson	Senior Clerk, Education Dept., Leeds C.B.	29892

## Competition Result

# WHAT IS WRONG WITH N.A.L.G.O.?

YOU can no more please all the people all the time than you can fool them all the time—despite the gallant efforts of certain Dictators to do both—and it is hardly surprising that our 114,000 members are not unanimous in believing that all's for the best in the best of all possible N.A.L.G.O.'s. What is surprising is that the critics aroused by the offer of a guinea for a grouse should be so feeble in their flourishes. The art of invective has deserted us—stolen by the new messiahs of the microphone, perhaps. Macaulay, thou shouldst be living at this hour!

Chief complaint of the critics, it would seem, is that N.A.L.G.O. lacks Force, Vim, Drive, Push, Boost, or some other synonym for the Big Stick. Thus G. Owen, Stockport, writes:

N.A.L.G.O. does not use its strength to enforce its deliberations. Compared with other trades unions there is nothing like the same thrust of policy when dealing with employers. There is too much "suggestions for minimums and maximums, instead of hard-and-fast agreements which may not be altered without the consent of a Joint Staff Council. The cure is a separate association for all below a salary of £315 in the provinces and £350 in the cities. There cannot be union of thought with such large deviation in the salaries of members.

F. C. Cotgrave, Cheshire County, complains that the lion does not know its strength:

When it does it will realise what a strong organisation it is.

There are too many senior officers on executive committees afraid of offending chief officials by fearlessly voicing the grievances of their colleagues. Some branches are afraid to stick up for themselves. I know one where new salary scales and staff regulations have been introduced, but where, during the statement of 35 general regulations, the name of N.A.L.G.O. is not mentioned. Chief officials have absolute power of suspending officers, and the Council of dismissing them; but is N.A.L.G.O. called in when the dismissal of a member is considered? It is not. This branch is strong in membership.

Such apathy and inattentiveness to matters of vital importance are keeping N.A.L.G.O. stagnant. It should realise that it must be a trade union, with mobility between members, more unity between branches, and more unity between the branches and headquarters, so that the Association may move as a solid body under the banner of "All for one—one for all."

J. M. Lees Midgley, Nottingham, joins the chorus with:

N.A.L.G.O. seems unconscious of its power, or at any rate content to let that power be habitually unused. Its policy has not produced the real benefits expected. The younger members continually criticise its methods and seek a loophole for their wants to be recognised, but how futile are their efforts to seek ideals when their elders' creed is "believe this or be damned."

F. A. Thomas, Newport, Mon., limits his grouse to two specific points—with a big demand at the end:

Junior members find little cause for satisfaction with service conditions. Their duties, however puerile, prevent them finishing until long after their colleagues. A little co-operation from the "higher-ups" offers a simple solution—and adequate payment for overtime. It is no privilege to work for nothing.

Salary increases are still mainly dependent upon chief officials and years of service. Since qualification is urged, why not give a qualified man something more than a stock letter of congratulation?

Until compulsory Whitleyism is introduced there will always be grumbling. Why not introduce it, then?

T. W. Berry, Westhoughton, would arouse us with self-boosting trumpetings: N.A.L.G.O. is—an organisation whose Provident Society is second to none, whose Building Society is one of the best, whose educational college is a wonderful record, and whose fame is—negligible.

N.A.L.G.O.'s only fault is its unnatural reticence. Surely an organisation with thousands of members, with the power of joining them in work and play, and of obtaining for them better conditions, should be better and more widely known than it is.

Flaunt yourself to the world, N.A.L.G.O.! Have your name on everybody's lips by becoming the pulsating centre of local government affairs instead of a half-alive organisation that nobody outside local government knows anything about. N.A.L.G.O. should rouse itself out of its lethargy and become a national power instead of a local one.

### VICE VERSA

Adolf Benito Boltitude, Dictator of Britain, decrees that, to increase the efficiency of the local government service, all officials must change places, junior clerks becoming chief officers and chief officers becoming junior clerks.

On the first day of the changed regime the new chief officer rings for his new junior. We offer a first prize of £1 1s. and a second prize of 10s. 6d. for the best accounts (limited to 200 words) of the interview between them.

Entries must reach the Editor, "Local Government Service," by first post on Monday July 10th.

An end of branch autonomy and a plea for wider interests is made by J. W. Money, Sleaford:

At present each branch is a separate unit whose bargaining power depends upon its size. If a council refuses to be reasonable on salaries, or even to receive a N.A.L.G.O. official, the branch must accept the injustice with no hope of satisfaction.

At branch meetings the only matters brought up are those relating to salaries, sports, and social activities. Would it not be better to arrange office talks and discuss points arising from a particular job, or what the "other fellow" does?

Wider interests is also the plea of Leonard Barnes, Croydon:

I should like to see local branches adopting educational classes for discussion and study of economic matters. Peace, war, unemployment, and social injustices are some of the topics that should interest all officers. Such a scheme would renew interest and break down petty political differences. Education creates wise thinking and abolishes sweeping generalizations about vital matters. Too much time is devoted to the social and sports side; why not include the mind as well?

J. M. Scott, Dundee, also wants more and wider education:

Educational policy is far too limited in scope so far as our members are concerned. . . . Vocational education is only a means to an end, whether the end is high or low. Education for citizenship is more important. N.A.L.G.O. should encourage, not discourage, political discussions on great social problems.

We seek to educate the public in local government. Good. But some of the public retort: "Educate your own members first on the great social and political issues of the age; their ignorance is colossal." This is a valid criticism.

E. Cannon, Cricklewood, combines a call to the fuller life with a tilt at regeneration:

N.A.L.G.O. . . . is developing a tendency to . . . monopolise all the interests of its members. We forget that the local government officer is an ordinary man or woman, and try to develop his education, benevolence, holidays, and sport along uniform lines and entirely in association with his fellow-officers. Local government has developed as an affair of amateur administrators, interested in subjects far removed from the environment of their livelihood, and it is necessary for the fuller life of the officer and the democratic welfare of the community that officers take a more active part in wider associations of people than many are at present doing.

By contrast, R. E. P., Bolton, wants more social life as an antidote to apathy:

New and young members should be supplied by

Headquarters with literature to acquaint them with the aims, policy, benefits, and general activities of the Association.

Some method of retaining their interest must be evolved. More opportunities for social contact should be sponsored from Headquarters and "class distinction" avoided.

"R," Walthamstow, casts a wider net, but one, at least, of his fish is already on the N.E.C.'s line—as he will see when he reads the Annual Report:

Members are not encouraged to understand something of the work of other departments, and to take a wider view of local government work than that covered by their own. Articles in "Service" and informal meetings would help.

Officers in small urban and rural districts are not helped; area representatives should be appointed to keep in touch with all officers, whether N.A.L.G.O. members or not;

N.A.L.G.O. does not give a code of conduct; it does not try to inspire in its members pride in their work, loyalty to their colleagues.

Juniors are not helped as much as they might be; more representation for the under-thirties needed.

N.A.L.G.O. has not yet a strong public relations policy; still more effort should be made to bring the work of officers to the notice of the public.

FIRST PRIZE goes to T. C. Barton, Manchester, for four thoughtful suggestions deserving wide consideration:

1. The N.E.C. would be more fairly elected if seats were allocated to branches, or groups of branches, where the candidates are known to the voters, on a membership basis, and members voted for only by those branches.

2. To enable the voice of youth to be heard, Youth Advisory Committees, such as have recently been set up by the London County Council Staff Association, might be established in branches. They would prove a valuable training ground.

3. N.A.L.G.O.'s organisation, though democratic, involves delay. This could, perhaps be reduced by forming the N.E.C. members in each region into a committee with power to make decisions in certain matters, reporting to the N.E.C. later. Alternatively, the District Committees could be given this power.

4. One of N.A.L.G.O.'s declared objectives being to attain national scales of salaries, it should immediately agitate for the approximate equalisation of the total rateable values of all rating authorities, at an economic level.

SECOND PRIZE goes to a woman member modestly hiding her identity under the nom de plume "Westminster":

As a member of the Public Library Service I want to see library topics more frequently in the journal, and feel that the service is not a Cinderella.

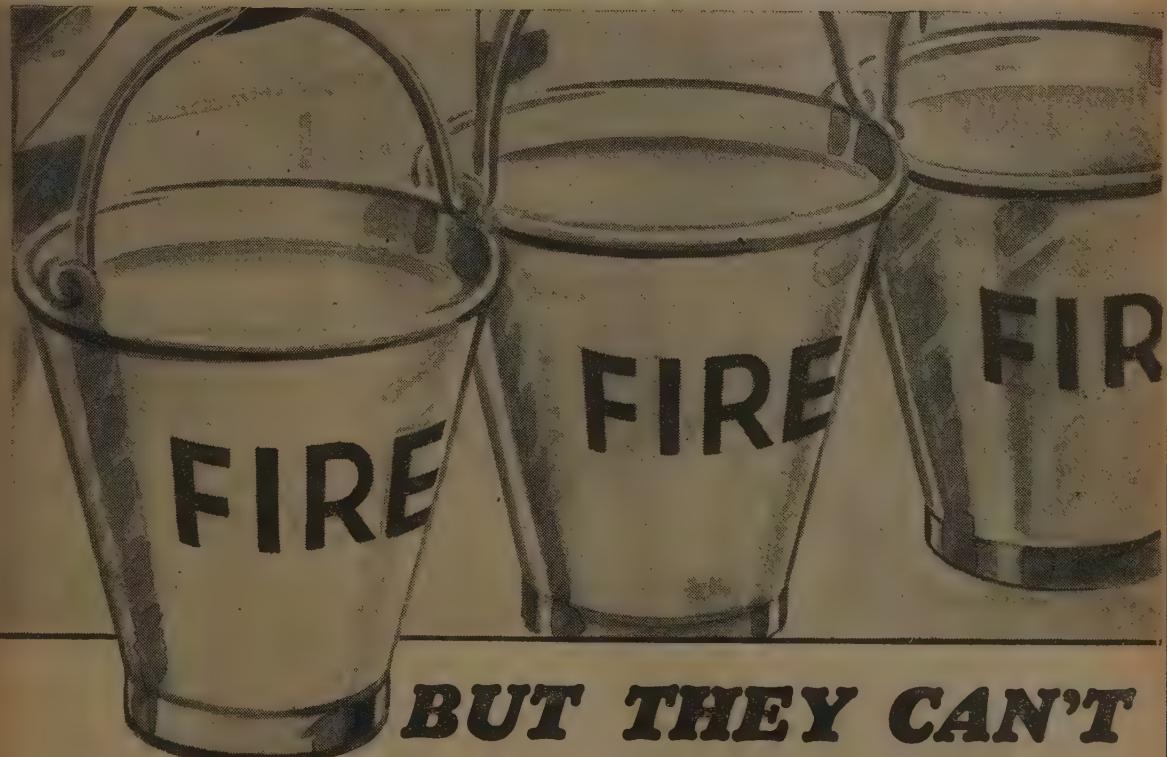
As a woman I want N.A.L.G.O. to insist on equal pay for posts open to men and women.

I want marriage to be no bar to service or promotion, and I want women to have the opportunity to work as poll clerks and presiding officers at elections, and not be left "holding the baby" while the men earn a substantial cheque for their services, above their official salary.

I want N.A.L.G.O. shopping cards, as the Civil Servants have, instead of having to ask for a voucher each time I wish to shop.

Finally, I want N.A.L.G.O. to be free from political feeling of all kinds, always.

# THESE CAN PUT OUT THE FLAMES



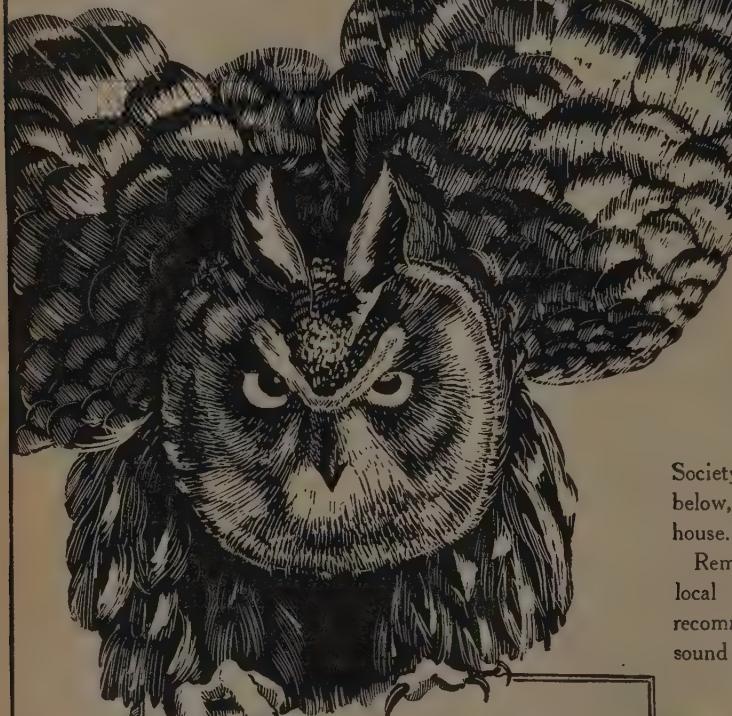
# **BUT THEY CAN'T UNDO THE DAMAGE**

Buckets, ladders, fire-engines, helmets, pumps and all the rest of the paraphernalia, are essential to protect you from the ravages of fire—**BUT** they don't save you from all expense. The only complete safeguard against fire losses—perhaps even ruin—is fire insurance.

N.A.L.G.O. fire Insurance is best and cheapest for local government officers. Why not fill in this little coupon and get to know all you can about how you can benefit from:

# **NALGO INSURANCES**

*I don't care two hoots  
for renting—  
I say BUY*



TO BE  
**SOLD**

Here's  
a short cut  
to wisdom:  
Benefit by  
other people's  
experience.

Watch others  
drop money  
down the drain—  
but don't do it  
yourself. Watch  
other people buying  
houses for their  
landlords — but don't you  
do it. Watch other  
people pay rent — but  
don't yourself.

Just get in touch with  
your local Nalgo Building  
Society correspondent, or use the coupon  
below, and see how cheap it is to buy your  
house.

Remember, N.A.L.G.O. exists to help the  
local government officer. N.A.L.G.O.  
recommends the proposition because it's a  
sound one.

Nalgo Building Society, 24, Abingdon St.  
Westminster, S.W.1.

Please send details of advances (including 100%) to:

Name.....

Address.....

.....June

**Nalgo Building Society**

## BRIGHTER PROSPECTS FOR THE JUNIOR Salaries Campaign Brings Rise in Lower Grades

THE junior officer's prospects of better pay and conditions in the Service are surely—if slowly—improving.

Despite the fact that news of salary improvements is not yet available for the whole country, that received shows a trend in the right direction. Here is a selection from last month's results of negotiations:

The conciliation joint committee at Nantyglo and Blaina, consisting of five members of the council and three members of N.A.L.G.O., has agreed upon a scale for juniors with automatic progression to 25. The council has approved this, together with a revised scale of annual holidays for juniors.

Coventry has introduced a scale for officers, who, at an exceptionally early age, are transferred from the junior to the general grade (2):

16 years	£70	24 years	£160
17 "	£80	25 "	£175
18 "	£90	26 "	£190
19 "	£100	27 "	£205
20 "	£110	28 "	£220
21 "	£120	29 "	£235
22 "	£130	30 "	£250
23 "	£145	31 "	£260

The advantages to juniors will be seen by comparing the above scale with the existing junior scale—(16, £50; 17, £60; 18, £70; 19, £85; and 20, £100)—and Section 2 of the general grade—£100×15 (4), 10 (10),—260.

Revised scales for comptometer operators (£50×10—150)—and first-class billing operators (£130×10—170)—have been approved, too.

Sutton Coldfield has extended its junior scale, which now progresses to £120 at 21; £130 at 22; £145, 23; £160, 24; £175, 25; and £190, 26.

Representations made at Camberwell through the local joint committee resulted in the adoption of the London district council scale from April 1, 1939.

Grade A has been sub-divided: 1. £75×15—£240; and 2. £210×15—£300. Advancement to A 2 will be automatic, subject to a certificate of efficiency from the chief officer. Any officer refused a certificate will have the right of appeal.

Hornsey has increased the increments of its clerical scale in grades 3, 4, and 5, from £10 to £12 10s. a year. The maximum of grade 5 has been raised from £150 to £172 10s. Promotion from grade 5 to grade 4—maximum £230—is at the discretion of the council on the recommendation of the chief officer.

The salary scales applicable to shorthand typists have been abolished, senior typists and organising clerks having been placed in grade 4—£130×12 10s.—230—but with a maximum of £200. Typists and junior typists will be put in grade 5—£60×12 10s.—172 10s.

Norfolk C.C. has agreed to revised scales urged by the local branch:

Old Scale	New Scale
Men £137½×12 4—200	£137½×12 8—225
Women £40×10—90	£50×10—110
£100×10—140	£90×10—140

Accrington turned down full adoption of the junior and general division Whitley scales on account of local economic

circumstances but approved the following modification as from April 1:

	MEN		
16 years	£45	22 years	£130×15
17 "	£55	23 "	£145×15
18 "	£65	24 "	£160
19 "	£80		
20 "	£100		
21 "	£120		

	WOMEN (Clerical only)		
16 years	13s. week	22 years	37s. week × 4s.
17 "	16s.	23 "	41s. "
18 "	19s.	24 "	45s. "
19 "	23s.		
20 "	29s.		
21 "	35s.		

On the recommendation of a departmental head, the women's scale may be exceeded by two further annual increments of 3s. and 4s. in the case of an assistant with duties of a confidential character, provided that only one woman assistant shall be entitled to these additional increments in any one department, at one time. All increases are to begin on April 1 in each year. No employee is to be penalised by reason of the adoption of the scales.

At Pembroke C.C. three further grades for clerks have been approved from January 1, 1939. The new scales are:

Chief Clerks	£310×15—380
Grade I	£260×10—300
Grade II	£210×10—250

In the Press it was stated that the new scales would increase the salaries bill

by some £1,000 a year. Revised general conditions of service, recommended by the salaries committee, were referred back for consultation with the staff.

Barry approved a number of salary revisions from April 1.

Radcliffe has adopted, with slight modifications, a model grading scheme submitted by the Lancashire and Cheshire provincial council.

A request for the adoption of the local Whitley scales at Ellesmere Port has not proved successful, but improvements, including an increase in the maximum of grade C to £200, have been made.

A successful appeal has been made on behalf of a clerk in the surveyor's department, Whitehaven, for re-grading in clerical section B of the Whitley scales, instead of A.

### Whitleyism

As the result of a request from the Association, the U.D.C.'s of Brierley Hill and Ogmor and Garw have agreed to establish local joint committees. Six members of the council and six members of N.A.L.G.O. are to sit on either committee.

The executive of the East Midlands provincial council met on April 6 and May 11, and considered scales and conditions of the area. No final decision has yet been reached.

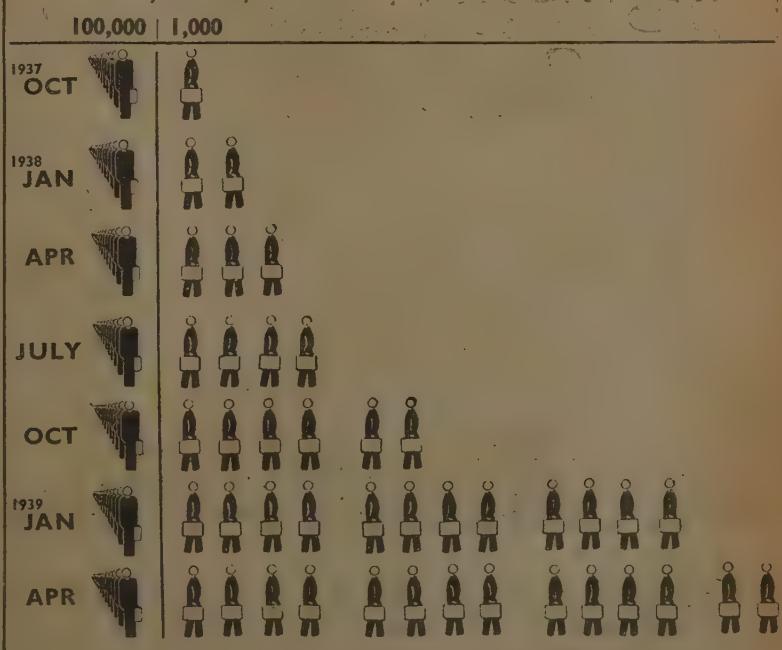
At the West Midlands provincial council on April 17, salary scales for the area were approved for distribution to local authorities.

### Superannuation Note.

Llchwyr U.D.C. has agreed to pay 80ths in respect of non-contributing service.

## N.A.L.G.O. MEMBERSHIP GOES UP AND UP

Each symbol represents



## N.A.L.G.O. EDUCATION WORK GOES ON

### Officers' Annual Essay Competition

A PRIZE of £5.5.0 is offered to the officer in England or Wales, earning not more than £400 a year, who writes the best essay on any of these subjects:

The relation between local authorities and the central government in time of war. The extent (if at all) to which administrative efficiency requires an increase in the size of local authorities.

The principles on which local taxation should be based and how far local revenues should be supplemented by grants from the central government.

The probable developments of co-operation between local authorities and voluntary bodies.

The competition is being run in connection with the summer school at Oriel College, Oxford, on July 22-29, particulars of which, together with those of schools at Copenhagen, August 26-September 2, and at St. Salvators Place of Residence, St. Andrews, June 24-July 1, were given in the April number.

The competition, which is annual, was started by Sir Arthur Robinson, formerly Permanent Secretary to the Ministry of Health, who opened the first Nalgo summer school in 1930. Since Sir Arthur's retirement, Sir George Chrystal, who became Permanent Secretary, agreed to associate himself with the competition.

Entries may be in manuscript, typewritten or printed, must be headed with the title chosen and a nom-de-plume, and must reach the general secretary, N.A.L.G.O., 24, Abingdon Street, London, S.W.1, on

or before June 10. A sealed envelope containing the author's name, address, position, and branch, and bearing on the outside his nom-de-plume, must accompany the essay. Indication of the author's identity should not appear on the essay. No stipulation is made to length.

### Mid-Essex Classes For D.P.A.

The Mid-Essex Technical College and School of Art has included in its 1939-40 evening classes programme courses in Public Administration, covering the intermediate examination of N.A.L.G.O. and part 1 of the examination for the Diploma in Public Administration of London University.

The fee for the course will be 5s. for a single subject and £1 for two or more subjects.

### Oxford Week-end School

"Co-operation in the public services" was main topic of a week-end school at University College, Oxford, April 14-16. Although primarily for officers, members of local authorities and voluntary organisations attended. H. B. Butler, Warden of Nuffield College, explained the important part his college was likely to play in local government administration in the future. Speakers included J. L. Holland, President of N.A.L.G.O. 1938-39, L. Hill, general secretary, Montagu Harris, president of the International Union of Local Authorities, Sir John Maude, deputy secretary Ministry of Health, and J. P. R. Maud, Dean of University College.

### DISTRICT COMMITTEES

Points of interest from recent district committee minutes include:

**South-Western**, Plymouth, May 13. Improved salary scales have been obtained in Wiltshire and at Sturminster, and better conditions at Chippenham.

Several branches have set up sub-committees to consider what action to take to secure salary improvements.

Branches have been asked to nominate women to serve on the special women's committee of the N.E.C.

Everything possible is to be done to persuade local authorities to facilitate the terms of the Ministry of Health circular 1908 regarding officers serving in the Forces in an emergency.

**South Wales**, Merthyr Tydfil, April 15. Membership has increased from 4,846 to 5,378 during the past year.

Pembrokeshire branch expressed gratitude for improvements due to Association's efforts in the county.

### OBITUARY

We regret to record the deaths of:

**Henry Chambers**, former Mayor's Marshal and macebearer at Tunbridge Wells, who founded the local municipal officers' Association before the days of N.A.L.G.O.

**Jack Roberts**, 26, active executive member of Cheltenham branch, who was articled to the town clerk and would have sat for the final of the solicitor's examination in November.

**Thomas W. Sheridan**, 26, conveyancing and law clerk, Luton.

**P. G. Waddams**, chief clerk, Wolverhampton, transport department.

# Engineers! Surveyors!

This is the recognised certificate of general proficiency for your job in the local government service

N.C.I. tuition—for both intermediate and final grades of this examination—is conducted by expert municipal engineers.

N.C.I. tuition is the best value for money. Discounts are offered to members.

*Nalgo Correspondence Institute* 24, Abingdon St., London, S.W.1.

### TESTAMUR

### OF THE

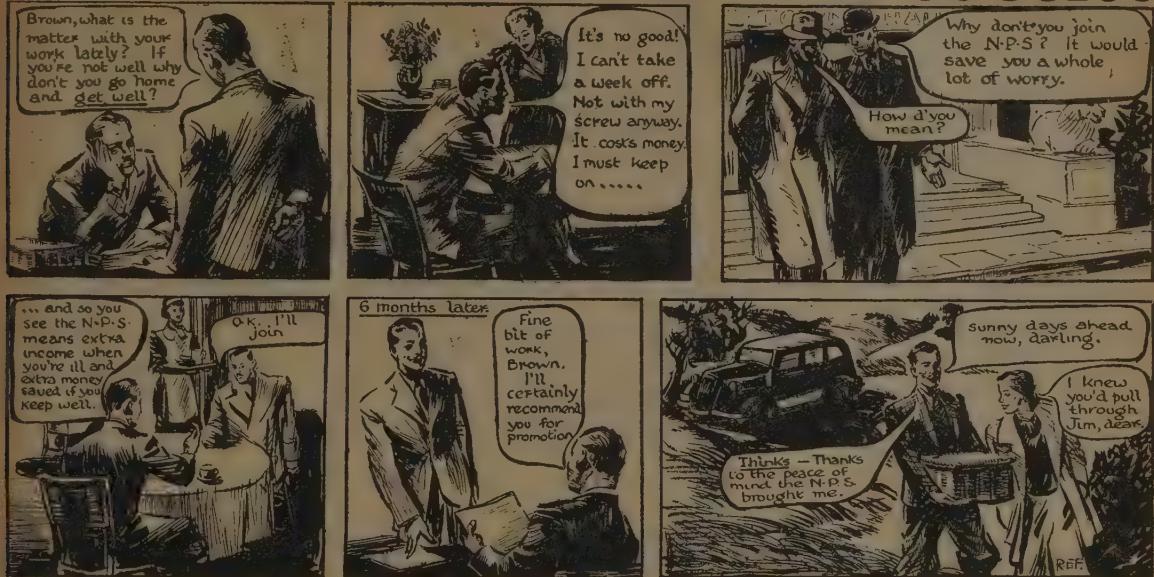
### INSTITUTION OF

### MUNICIPAL & COUNTY

### ENGINEERS

N.C.I. courses are still available for examination under the old syllabus. Write for special leaflet giving details of fees and syllabus.

# JIM FINDS THE SECRET OF SUCCESS



**He merely joins the NALGO Provident Society  
AND GIVES UP WORRYING!**

HAS YOUR AUTHORITY  
relinquished its certificate of  
**EXCEPTION?**

If so, join the approved society for  
all local government officers — the

**-NALGO-**  
APPROVED SOCIETY  
24 Abingdon Street, London, S.W.1.

**GATES of LONDON LTD.** EST.  
1859

FURNITURE MANUFACTURERS

61, CURTAIN RD., LONDON, E.C.2

CATALOGUES SENT ON APPLICATION

A cordial invitation is extended to members  
wishing to visit our showrooms

Hours of Business:

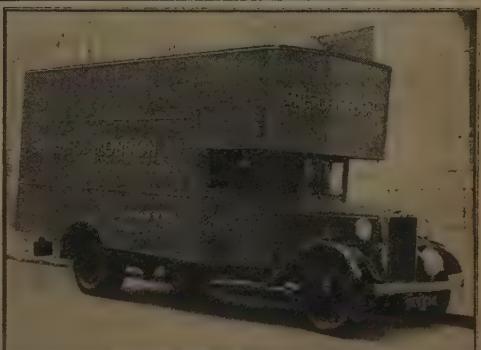
MONDAY to FRIDAY 8.30 to 6.30. SATURDAY 1 p.m. or  
by arrangement. Phone: Bishopsgate 1331

N.B.—This is an entirely British Firm, founded in 1859 by the late Edward Gates, J.P. (Mayor of Shoreditch, 1902) and is now under the personal management of his descendants.

**F. HINDS LTD** CASHJEWELLER  
Established 1856



HAMMERSMITH . . . . .	55 & 57 King Street
CLAPHAM JUNCTION . . . . .	33-35 St. John's Road
WALTHAMSTOW . . . . .	171-173 Hoe Street
LEWISHAM . . . . .	54 High Street
CAMBERWELL . . . . .	62 Denmark Hill
MARYLEBONE . . . . .	290 Edgware Road
UXBRIDGE . . . . .	182 High Street
LUTON . . . . .	5 Park Square
SOUTHAMPTON . . . . .	46 East Street
BRISTOL . . . . .	53a Castle Street



## PROTECTING OFFICERS IN WAR: HEADQUARTERS ACTION

FURTHER action by Headquarters to safeguard the position of officers in the event of war was recorded in a circular letter sent to branch secretaries on May 19.

The removal of many officers from the schedule of reserved occupations and the introduction of conscription both create problems. The first gives rise to the danger that officers wishing to join the Territorial Army now, but refused permission to do so by their authorities, may, if war comes, find themselves conscripted with no chance of joining the units they would prefer. The Minister of Health was asked to give further directions to local authorities.

On May 10 the Minister issued Circular 1817, giving the following advice on the extent to which local authorities could properly give their consent to employees wishing to enrol:

"Generally, the views expressed in paragraphs 2 and 3 of Circular 1773 still hold, but, in the light of the revision of the Schedule of Reserved Occupations, local authorities should be prepared to give consent freely to enrolment in the case of employees engaged in ordinary clerical duties (e.g., dealing with particular tasks in accordance with well defined regulations; scrutinising and checking straightforward accounts; preparing material for reports, accounts and statistics in prescribed forms; supervising routine work). In the case of officers over the age of, say, 25, engaged on higher executive or administrative duties, whose replacement would be difficult if the services (especially the emergency services) for which the authority are

responsible are to be efficiently conducted, the considerations set out in paragraph 3 of Circular 1773 should still govern the authority's decision as to granting or withholding consent."

Paragraph 2 of Circular 1773 suggested that councils would desire members of their staffs to take their full share in such forms of voluntary service as were not incompatible with their duties as public servants. Paragraph 3 recommended councils to arrange that officers willing to enrol in any capacity which might interfere with the full performance of their duty to the Council in time of war should first obtain the permission of the Council, and mentioned the following considerations as likely to govern the grant of such permission:

The extent to which the various services are likely to be expanded or curtailed in time of war;

Whether the applicants could be dispensed with or replaced;

The expenditure which may be involved in any replacements, on the assumption that power would be given to pay remuneration to absent members of the staff.

The Military Training Bill has raised other difficulties. While it is assumed that security of tenure, promotion, and the granting of service increments, will be safeguarded, the question of superannua-

tion is causing concern. N.A.L.G.O. has asked that:

The period of military training shall be reckoned as service for purposes of superannuation, increments, and promotion;

Local authorities shall be empowered to make up army pay to the level of civil pay; and

If this is not done, officers shall not be required to pay superannuation contributions while undergoing their training.

An assurance has been given that these matters will be considered by the Government.

In Circular 1808 the Minister of Health stated that, if war came, local authorities would be empowered to grant leave of absence to their employees to serve in the Forces, and to make up the difference between their army pay and the salaries they would have received had they remained in the authority's service. N.A.L.G.O. has taken steps to secure that officers shall reap the advantage of any increase of Service pay, and that provision shall be made for the widows or dependents of any killed.

Although the Minister declined to provide for N.A.L.G.O. representation on local National Service Committees, many branches have secured representation, mainly indirect.

## MORE SUPERANNUATION DECISIONS

THE Minister of Health has given the following decisions on appeals submitted to him under the Local Government Superannuation (Administration) Regulations, 1938:

**Previous Service of Supplementary Teacher.** A local authority having considered the case of a supplementary teacher employed in a non-provided school, whom they have with the consent of the Managers of the School by statutory resolution specified as a contributory employee, issued a notification which did not take into account previous service rendered by the teacher in the same school prior to her present employment. The teacher appealed to the Minister whose decision was as follows:

"According to the facts submitted you were employed as a supplementary teacher at the St. Peter Tavy Church School from the 13th January, 1901, to the 31st August, 1923, and that since the 5th September, 1927, you have again been similarly employed at that school. The County Council, with the consent of the Managers of the School, have passed a resolution under Section 3 (2) (f) of the Act specifying you as a contributory employee and in the statement accompanying the notification of the Council's decision that you would be a contributory employee the service rendered by you in the earlier period was not included as reckonable service.

The Minister has carefully considered the representations submitted. He is advised that, having regard to the provisions of section 18 of the Act, and to the definition of "service" contained in section 40 (1), the provisions of the Act as to the reckoning of previous service are, in the case of a supplementary teacher employed in a non-provided school, to be construed as applying to all service, whether continuous or not, in the employment of the Managers of the School in which the supplementary teacher is serving on the date on which she becomes a contributory employee.

The Minister accordingly hereby determines that if you were still in the employment of the Managers of the St. Peter Tavy School on the 1st April, 1939, you were, as a contributory employee, entitled to reckon as non-contributing service for the purposes of the Act the period of your employment with those Managers from the 13th January, 1901, to the 31st August, 1923."

### Previous Service as Assistant Overseer.

An officer appealed to the Minister on the ground that service as an Assistant Overseer, of which no account had been taken in a notification issued by a local authority, was reckonable for the purposes of the Local Government Superannuation Act, 1937. The Minister's decision was as follows:

"According to the facts submitted you held office as an Assistant Overseer from the 15th May, 1922, to the 31st March, 1927, but in respect of that office you were not subject to any statutory provision for superannuation. When you were transferred under the Rating and Valuation Act, 1925, to the service of the Rural District Council you were appointed by them to the office of Rate Collector, which appointment you continue to hold.

You submit that the period of your employment as Assistant Overseer falls within the definition of "service" as contained in section 40 (1) of the Act, whereas the Council take the view that this period of employment being part-time employment is not reckonable for the purposes of the Act.

The Minister has given careful consideration to the representations submitted on the question of the reckoning of your previous service and, having regard to the definition of "service" contained in section 40 (1) and to the provisions of subsections (2) and (5) of Section 12 of the Act, he hereby determines that the period of your employment as Assistant Overseer is reckonable as part-time non-contributing service for the purposes of the Act. He accordingly allows your appeal."

### Constable as Inspector of Weights and Measures.

In a notification issued by a local authority no account was taken of a period of service during which, whilst a Police Constable, a contributory employee acted as Inspector of Weights and Measures. The employee appealed on the ground that during the period in question he was solely engaged in weights and measures duties. The Minister's decision was as follows:

"A constable is not, but an Inspector of Weights and Measures is, a person in the employment of a local authority. In so far, therefore, as a constable,

by arrangement between a police authority and a local authority, acts as an Inspector of Weights and Measures, he, as such Inspector, renders service to a local authority within the meaning of the definition of "service" in section 40 (1) of the Act of 1937 and account must be taken of this service under section 12 (2) of the Act if he ceases to be a constable and becomes a contributory employee of a local authority.

The Minister accordingly allows your appeal and hereby determines that the service rendered by you as an Inspector of Weights and Measures from 11th May, 1931, to 26th July, 1937, is reckonable as non-contributory service for the purposes of the Act of 1937."

## VALUE OF EMOLUMENTS

### If Dissatisfied Appeal Now

THE attention of the Association has been called to the fact that certain members of the Association who are in receipt of emoluments in kind are not satisfied with the value placed upon such emoluments for superannuation purposes. If the value of the emoluments with which the officer does not agree has been given in the notification issued to him under the Local Government Superannuation (Administration) Regulations, 1938, he should, within three months of the date of receipt of the notification, appeal to the Minister of Health.

Apparently some officers are under the impression that there is no need for them to raise the question of the value of the emoluments until they are due for retirement on superannuation. *That is a wrong impression, and the members ought to appeal against the notification if there is still time.* If they leave the matter until they are about to retire on superannuation, and an appeal is then made to the Minister, it is probable that the Minister will take the view that the officer, by not making an earlier objection to the valuation, has accepted the valuation placed on the emoluments by the authority, and the appeal will fail.



CASH  
OR  
TERMS

YOUR CHANCE TO  
HAVE THE BEST.  
BEAUTIFUL,  
HAND-MADE  
**FURNITURE**  
ACTUALLY SEEN DURING  
MANUFACTURE

**AT 33 $\frac{1}{3}$  % OFF LIST PRICES**

Write for illustrated catalogue containing specimen designs and prices of the furniture made in these workshops. Submit your own designs. No MASS PRODUCTION. Direct personal recommendations account for quite nine-tenths of the orders received.

**BEDROOM SUITES, DINING ROOM** to any  
**SUITES, THREE-PIECE SUITES** design  
Also Carpets, Rugs, etc., by arrangement supplied  
on wholesale terms.

By arrangement **BEDDING** Supplied at 33 $\frac{1}{3}$  %  
off usual list prices.

*Write for Bedding Catalogue*

**GREENLEAF'S WORKSHOPS**

161, KINGSLAND ROAD, SHOREDITCH, E.2

Phone : Clerkenwell 2556

OPEN ALL DAY TO 8 P.M.

Saturdays to 5 p.m. (after 5 p.m. by appointment)  
(Within penny bus or tram fare from Liverpool Street Station.)

# Blues!

I'm happy to say that I now have all the answers to the new suit question. The NEW BLUES are going to be the reigning colours this year, and double-breasted suits with long, rolling lapels and "draped" backs are going to be popular. Call in and see the range—you'll be delighted



To those who have not dealt with me before I would say that I regard every suit I make as an advertisement. Unless I am satisfied that it is a good advertisement and unless you are satisfied that it will do you credit, I do not charge a penny for it

And remember this—all cloths are marked in plain figures with the nett cash price, no funny business, one price for all

For approved credit accounts a nominal charge of 2 $\frac{1}{2}$  % is made to cover clerical expenses, since these terms are offered to Public Officials only, I need make no charge to cover bad debts

{ **Lounge Suits to measure or**  
**Ready-to-Wear from 4 gns.** }

# GEORGE DOLAND

7 Whitehall, SW1 and 143-5 Victoria Street, SW1

Branches at Balham, Bromley, Cheapside, Clapham, Cricklewood, Ealing, Holborn, Horsham, Putney, Streatham, Sutton, Watford, West Ealing, Wimbledon

**DOLAND & LARCOMBE** 15-17 Ludgate Hill EC4

# RITOLASTIC for Current Overhauls

FOR renovations now in progress or preparation, RITOLASTIC is the handiest aid in defeating rust and the attack of all kinds of weather. RITOLASTIC, the liquified, waterproof compound of selected bitumens, sets to a stout rubberlike condition. It is entirely free from fillings or pigments, and so provides more than average bulk for weight. RITOLASTIC can be used with either brush or spray.

Here are typical suitable jobs:

Corrugated Iron, Wood and Iron Fences or Stakes, Renaturing Felt-covered Roofs, Lead and Zinc Gutters, C.I. Pipes, Asphalt Flat Roofs, Motor Chassis or Wheels.

**RITOLASTIC**  
**LIQUID BLACK BITUMEN WATERPROOF**

Average covering capacity 5,000 sq. ft. per cwt. (2 coats) on metal

1-cwt. drums, 57/6. ½-cwt. drums, 30/-

*Free Packages. Carriage Paid.*

(LARGER QUANTITIES BY SPECIAL QUOTATION)

Andrew Maxwell, 6, St. Paul's Square, Liverpool, 3.  
(Branch of the Liverpool Borax Co. Ltd.)

## More Book Reviews

### Does Public Health Need a Central Control?

"The Public Health Service," by Norman Wilson, D.P.A. (Hodge, 7s. 6d.)

Reviewed by HORACE COTTON

A CAREFUL study of Mr. Wilson's contribution to the administrative research series of the I.P.A. will well repay officers whose duties are connected with public health. The book is so lucidly written that non-Service readers will have no difficulty in following the author's arguments and the account of his studies.

He propounds a scheme of control of health services organised nationally under the Ministry of Health. Advocating conformity of provision, he believes that uniformity postulates a single controlling authority, and suggests the Ministry as the directive agency which would attain the desired end. Such a conclusion is bound to evoke criticism, and may even cause other writers to advance different views. This is obviously Mr. Wilson's hope, as his study is mainly designed to exhibit the variations—qualitative and quantitative—now existing in the public health provision of 79 county boroughs, and to awaken readers to their meaning.

Parts of the work which will stimulate keen discussion are those relating to the committee system of control of medical services, the relative functions of medical and lay officers, and the position of the school medical service as a part of the educational system rather than as a part of the public health system.

### Finance Without Tears for Librarians

"Public Library Finance," by DUNCAN GREY, Allen and Unwin, 5s.

Reviewed by G. C. EMSLIE

THIS is primarily a book for the administrative librarian, but would be of great value to students of library practice and to those financial officers of local authorities whose work brings them into contact with library finance.

The purpose of the book is explained as an effort towards "the desirable end of the adoption generally of scientific principles to govern the finance of public libraries," and this is maintained throughout faithfully, though often controversially.

The body of the book begins with a description of the functions and interrelations of the library and finance committees of local authorities. This is followed by a very useful chapter on the framing and presentation of estimates—including those expenditure factors upon which the library profession is of more than one opinion.

After this comes an analysis of the various sources of income and channels of expenditure and a chapter on the routine matters of "receipts, orders, stock-keeping and cost-accounting." The book ends with a chapter on the law relating to finance and audit, with a short section on committee work in relation to finance.

## LOCAL GOVERNMENT SERVICE

June, 1939

### NOTES ON N.A.L.G.O.'S WORK IN SCOTLAND

REPRESENTATIVES on the Scottish Whitley Council will in future be elected from the district committee by that committee's vote if the executive's recommendations to the Scottish Council are adopted. Another recommendation is that a panel of three representatives from smaller counties outside the industrial belt or areas not already represented should be appointed to consult with those elected.

N.A.L.G.O. in Scotland will join with the County Councils Association in any arrangements for the county council's jubilee celebrations. County branches are urged to assist by giving local film displays, sending letters and articles to the Press, arranging essay competitions in schools, and so on.

Alterations to N.A.L.G.O.'s Nurses' Charter suggested by Lanarkshire are to be investigated by the Women's Services committee. The idea of special summer or week-end schools for women was not approved as the committee felt that there was not sufficient demand. A letter from Greenock branch urging an amendment of the Superannuation Act to provide for all women in the Service to retire at 60, with the option at 55 provided they have served for 30 years, was passed from the Law and Parliamentary to the Women's committee.

The divisional secretary will interview Dundee corporation which is considering making residence within the city boundary compulsory for all its employees, to present cases where such a regulation would impose hardship.

Fife C.C. is promoting a Provisional Order which will give it powers to erect, purchase, or take on lease, dwelling houses for employees who, by reason of the nature of their duties, are required to reside near to their employment. Representation will be made to the Scottish Office asking its support for this provision and urging that other authorities be invited to give supporting evidence.

A list of authorities which might reasonably have been expected to have adopted the Whitley council basic scales but had not yet done so was reported to the Conditions of Service Committee. Approaches had been made to all but three, and in one case the branch had decided that the time was not opportune to approach its council. The divisional secretary was asked to approach the others.

Paisley town council has adopted the Whitley scales with the effect of increasing the salaries of most of its staff—in some instances, substantially.

Glasgow town council has decided to grant the branch's application for twelve Saturdays off-duty during the year at times to be arranged by heads of departments.

A special committee was appointed at a recent executive meeting to watch closely the interests of young men to be conscripted under the Military Training Bill.

At Aberdeen, the branch's application for an increase in the maximum of Typists grade A from £160 to £200 has been approved. Appeals have been lodged against the decision of the corporation under the Superannuation Act whereby gas meter inspectors were designated "servants."

At a Dumbartonshire social and musical evening, badges of office were presented to

E. T. Collins, president of the branch, and to two former presidents both of whom were leaving the authority.

One was R. Urquhart, deputy clerk for Dumbartonshire who is taking up a similar post with Renfrewshire, and the other, P. McDevitt, burgh assessor, Clydebank, to retire on superannuation in July. Mr. McDevitt is president of the Local Government Assessors Association, and was the first assessor appointed to Clydebank.

At the Scottish Whitley council executive meeting at Edinburgh on May 17 it was agreed to defer further discussion of basic scales for the larger local authorities to allow the employers' side to make further inquiries, and to deal only with minimum basic scales for sanitary inspectors, recommending a probationers' scale of £150 x 15-195 to all authorities, and inspectors' scales going to £270 in the smaller authorities and to £300 in the larger.



CROCKERY DIRECT AT FACTORY PRICES  
Plain, Badged and Decorated Styles for Club, Canteen, Church and Home use. Bazaar creates a speciality. Coloured Art Catalogue free. No obligation.

BRIDGE ST. POTTERY, (53B), BURSLEM

NEW AND USED CARS  
Authorised agents for Austin, Morris, Wolseley, Hillman, Humber, and Ford; immediate deliveries; ask for used car list; careful reconditioning, scrupulous honesty and straightforward dealing is our constant aim; terms up to 3 years; low deposits; exchanges; complete overhauls; repairs; reboiling; many L.G.O.'s supplied  
TAMPLINS,  
66, York St., Twickenham. Popesgrove 2251  
Special TYRE Dept.: 64, York St.

### RUBBER STAMPS

Sponge Rubber Stamp Pads,  
Dating Stamps, Numbering  
Machines, Office Requisites.

J. JACKSON & CO., 7, Suffolk Street,  
BIRMINGHAM 1  
Phone: MIDLAND 1772

An Offer Worth COUPON Privileges,  
Accepting Members  
TO KENDAL & DENT

Watchmakers to the Admiralty, etc.  
Wholesale Jewellers, etc.  
106, CHEAPSIDE, LONDON, E.C.2  
Please send me free of charge a new "Privilege Ticket" relating to your offer of SPECIAL TERMS to members of the "N.A.L.G.O."

Name (in full) .....

Office Address .....

(in full) .....

This Coupon may be posted in envelope (unsealed) under one halfpenny stamp.

# EXAM. SUCCESS GUARANTEED

**CHAMBERS COLLEGE**, founded in 1885, provides the finest, most successful, and most up-to-date Home Preparation Courses for all Municipal and Civil Service Examinations, including :

## MUNICIPAL EXAMS.

Sanitary Inspector (Joint Board)  
Meat & Food Inspector  
Inst. M. & Cy. Engineers  
Relieving Officer  
Institution Officers  
Clerical Assistants  
College of Preceptors (accepted as educational qualification by Joint Board)  
I.M.T.A., A.R.V.O.  
L.C.C. Gen. & Major  
A.R.S.I., M.R.S.I., M.I.H., etc.

## CIVIL SERVICE EXAMS.

Clerical (age 16-17)  
Executive (age 18-19)  
Tax Inspector (age 21-24)  
Patent Office (age 20-25)  
Probationary Inspector G.P.O. (age 18-23)  
Asst. Superintendent of Traffic (age 18-23)  
Typist (age 16½-25)  
Customs (age 19-21)  
Board of Trade (age 20-25)  
Police College (age 20-26)  
Etc., etc.

Chartered Institute of Secretaries

## THE ACID TEST OF TUTORIAL EFFICIENCY SUCCESS — OR NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full. This remarkable guarantee is our indication of the complete confidence which we have in the suitability and efficiency of our courses and your definite safeguard against unsuitable and inferior tuition.

### WHY WE CAN GUARANTEE SUCCESS

Our Guarantee is most emphatically not a money-for-nothing arrangement. We require a fair remuneration for our services. This can only come through successful students. The obvious conclusion is that the number of unsuccessful students presented by us must be insignificant.

### POINTS IN OUR TUTORIAL SYSTEM

- ★ Fees are inclusive of latest editions of all necessary standard text-books. There are no hidden extras whatever.
- ★ All fees may, where desired, be paid by moderate monthly instalments.
- ★ All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal and Civil Service Examination requirements.
- ★ The College is recognised and its courses officially approved by the N.U.C.O., N.A.A.L.G.E., U.A.B.S.A. etc.
- ★ Our Pass Record in all examinations is consistently well over 90 per cent., and includes many top places.



## CHAMBERS COLLEGE

(Dept. 212)  
335 High Holborn,  
London, W.C.1

### COUPON

CHAMBERS COLLEGE (Dept. 212),  
335, High Holborn, W.C.1.

Please forward your— MUNICIPAL GUIDE  
CIVIL SERVICE GUIDE  
Delete Guide not required.

NAME.....

ADDRESS.....

Exam. in which interested...  
(Ad. stamp only required if unsealed.)



NOT often does a newspaper take up the cudgels in defence of its native town against the onslaught of a disparaging officer—usually the roles are reversed—but the "Birkenhead News" hit out recently at "Lancs. Man," a contributor in the branch magazine, "In Print," with half a column—fortunately of the newspaper sort. "Lancs. Man" said a few rude things about the water front, railway station, town hall, and the town in general. "Birkenhead News" said nice things about water front, railway station, town hall and town in general, and a few rude things about "Lancs. Man" . . .

Southgate branch beat 14 other teams and won silver cup in spelling bee arranged during evening sessions at local cinema by "Enfield Gazette." They had to spell: "Consuetudinary," "lanuginous" and "indagote" . . .

Vice-chairman H. Joyce of East-Midland district, at first Grantham dinner recently, emphasised need for courteous welcome to all visitors to town hall. "Life-blood of a local newspaper, he said, was local news, and full facilities should be given to the local Press to get information while it was news . . .

Recent press article shows that the problem of employing men over 40—subject of article on page 186—is felt at Oxford. Establishment committee there decided not to appoint a waterworks maintenance fitter because he was over 40, but Councillor Hart successfully urged the "framing of rules prescribing conditions subject to which persons over 40 may be engaged." The man in question had an intimate knowledge of the work . . .

Halifax branch philatelic society will in future permit its members to sell their own stamps, charging a commission on sales for the N.A.L.G.O. Benevolent and Orphan Fund. The Society is open to all members of the Association and their friends. Those interested should communicate with W. B. Renton, 28, Cromwell Street, Halifax, for a copy of the rules . . .

Meeting at Belper on May 10 decided to form a Mid-Derby branch from June 1, to include officers of U.D.C.'s of Alfreton,

Belper, and Ripley, and Belper R.D.C., and Mid-Derbyshire Planning Committee. On May 12, the River Trent Catchment Board formed a branch from May 1, to start with membership of about 50, drawn from Nottingham, Gainsborough, and Tamworth . . .

A. Denton Ogden, N.E.C., has been elected a member of the Council of the Royal Sanitary Institute . . .

Before recent meeting of Colne council, Mayor presented certificate to W. Osbourne of town clerk's department for passing intermediate of N.A.L.G.O. examination . . .

At Milford Haven they thought a nice gold chain would suit the chairman of their council, so they bought him one to wear for the opening of the new town hall . . .

Retirements this month include:

J. Wallace Hearnden, pioneer N.A.L.G.O. secretary, who has given 44 years' service at Derby where he became senior assistant in the accountant's department. Since he joined the staff, its numbers increased from three to more than 50. Presented with fly rod and wallet of notes.

John C. Scott, chief clerk, town clerk's department, Bootle, joined N.A.L.G.O. on its inception and has been a member ever since. He has been secretary to 39 mayors and served under three town clerks. He has been largely responsible for arrangements for four royal visits; special services at deaths of three sovereigns; proclamations of four sovereigns; diamond jubilee of Queen Victoria; silver jubilee of George V; presentation of freedom of borough to Mr. Bonaj Law; and many social functions.

J. O. G. Weeks, 65, food inspector, Bethnal Green, has served 38 years. In his honour a supper was held at "Ye Old Dr. Butler's Head," E.C. Presented with "grannie clock."

J. Hermann, senior sanitary inspector, Macclesfield, branch secretary for many years. Presentation: carved oak book-case.

There are a number of appointments to record, too:

N. Bell, Luton education correspondent,

has been appointed assistant director of education, Wallasey.

New borough librarian, Battersea, is F. A. Richards, 38, who has been librarian of Hyde and Glossop, and held positions at Bournemore, Bethnal Green, Portsmouth, and Darlington . . .

Secretary L. Hilton has left branch at Bromley to become chief valuation assistant, Manchester . . .

On completion of a quarter of a century's service as borough treasurer, R. G. Rutter received presentation from Batley . . .

There were 54 competitors in annual 36-hole competition for the "Municipal Journal" challenge bowl on May 17. Trophy was won by A. G. Culwick, Harrow, handicap 11, net score 146. Runner-up was J. McClelland, Enfield, handicap 18, net score 148. After the games, R. M. Franklin, town clerk, Finchley, announced that a cup was to be named after Mr. Nelson, secretary of the metropolitan golf section 1933-1938, to commemorate his fine work . . .

Popular new venture by Sunderland branch is the Sports Institute opened in December. It has rooms for billiards, table tennis, darts, and rest rooms and general lounge . . .

Third annual golf competition for the West-Midland district committee silver cup will be played on June 17. West Midland golfers please book the date. There will be no fee . . .

Isle of Thanet won South-Eastern snooker tournament for second year in succession . . .

South-west area of Essex branch has eleven "out stations." This fact hasn't stopped the area from starting a cricket club. Their matches are reported in local Press. Best of pluck, Essex . . .

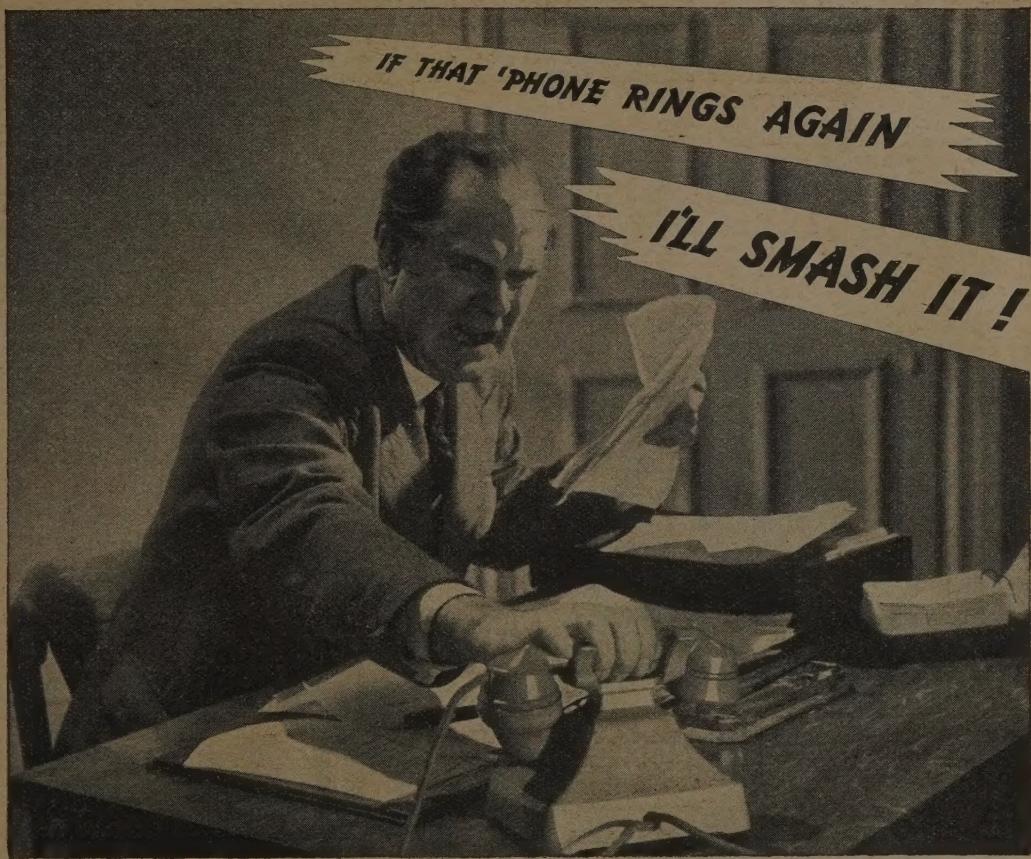
Members of Buckinghamshire are to meet their councillors in a game of bowls. The challenge came from the branch and the councillors promptly accepted it . . .

Blackburn now boasts a social club of its own. Upper floors of local premises have been leased and it is hoped eventually to cater for 400 members . . .

#### ROUND THE BRANCHES—No. 11. BECKENHAM



(From left to right) chairman, G. C. Cottam; president, R. C. Dungay; cricket captain, F. G. Sutherland; secretary, J. Dungay; treasurer, L. E. H. Gray; editor of "Gate post," J. F. W. Bryon; thrift secretary, Miss M. G. Millard; member of executive, F. F. Read; cricket secretary, L. J. Pearce; sports' chairman, J. P. Wooller; and sports secretary, R. N. G. Gough.



Somebody is exasperated. Somebody's fed up. Three times in one day he's been asked for those figures—and three times the figures haven't been ready. Here till 8.0 last night and 8.30 the night before... The speed they expect, some people seem to think the figures get *themselves* out! And so they can! Among their many ideas for simplifying office routine work Roneo have a system called 'Roneodex' (if anything so simple could be called a system!) For over fifteen years 'Roneodex' has been helping big firms and little firms with their complicated records. Unravelling the complexities... Cutting out uncertainty. Abolishing the delays. Making all things plain... That's Roneo's job.

*It's so easy with Roneodex. One pull, and a complete tray lies before you, every title aligned and clear. A flip of the finger and the brass card holder flies back. Entries visible. Hands free. Classification easy. No guide cards. No fumbling. No loss. No misfiling. No rolled cards. No wonder they call in Roneo.*



call in **RONEO** and do the job properly!

RONEO LTD • SOUTHAMPTON ROW • LONDON WC1 • PHONE: HOLBORN 7622 • BRANCHES THROUGHOUT THE COUNTRY

## NOTES FROM HEADQUARTERS

The following communications were sent to branches between April 21 and May 20:

April 26

(To branch secretaries)

44/ORG/39 dealt with the register of membership.

45/PR/39 described the work of the Air Raid Defence League, enclosing particulars.

46/ORG/39 asked for information regarding (a) representation on local national service committees, and (b) facilities granted to officers who have enlisted in the Territorial Army.

47/ORG/39 dealt with certificates of exception from national health insurance contributions, and enclosed copy of a circular issued by the Minister of Health.

48/GEN/39 enclosed voting papers for use in connection with the election of honorary officers and venue of the 1940 annual conference.

49/SA/39 dealt with (a) continental holidays, (b) Boots Booklovers Library, (c) vacancies at the holiday centres and Cefn-y-Mynach Private Hotel, and (d) sportswear and articles in Association colours.

50/B & O/39 enclosed envelope for use in connection with the Benevolent and Orphan Fund purse session at Conference, and gave detailed information.

51/SA/39 announced the publication of the 1939 edition of "Beano."

A copy of the Ministry of Health circular 1808, dealing with National Service and local government employees.

May 11

(To all delegates to Conference)

52/CONF/39 contained (a) final agenda,

(b) memorandum on salaries, and (c) staff superannuation fund rules, and dealt with voting at conference, railway facilities, competitions, and tours.

53/ED/39 announced a meeting of education correspondents and enclosed an agenda.

May 19

(To branch secretaries)

54/GEN/39 enclosed a copy of the booklet "The Fight for Superannuation."

55/ORG/39 asked for information in connection with compensation to members of A.R.P. services in the event of injury or death during peace-time training.

56/ORG/39 (also to secretaries of district committees) related to the model staff regulations issued in January.

57/ORG/39, dealing with the position of the officer in time of war, is summarised on page 200.

58/ORG/39 asked for information of action taken by local authorities regarding salaries of officers called up for military training.

59/ED/39 (Also to education correspondents and secretaries of area education committees) dealt with the 1939 summer schools and the prize essay competition.

60/SA/39 (also to "Beano" contact officers) enclosed poster of "Beano," and dealt with its distribution.

### IMPORTANT DATE

June 24 Renewal premiums due on N.A.L.G.O. Household Insurance Comprehensive Bonus Policies.

### BRANCH FILM SHOWS

Branches wishing to give film shows, but unable to obtain a projector will be

Please buy a copy—  
ONLY ONE  
SHILLING



IN  
AID  
OF THE  
B & O  
FUND

**BEANO**  
76 Pages  
60 Cartoons  
14 Stories  
9 Articles  
9 Poems  
4 Pages  
in Colour  
2 Pages  
of  
Photo-  
graphs  
YOUR  
**HOLIDAY ANNUAL**

interested in an offer by the British Commercial Gas Association to arrange free displays of films for them.

The films, of course, will be restricted to those distributed by the Gas Association. They include some of the best on N.A.L.G.O.'s list, dealing with such national questions as nutrition, the educational system, housing reform, and dietetics, as well as cooking and heating. Industrial processes and the production and distribution of gas.

Branch secretaries interested should get in touch with Thomas Baird, Film Officer, Gas Industry House, 1, Grosvenor Place, London, S.W.1, stating the date or dates on which they wish to give shows, the length of programme, and the probable size of the audience.

### STAFF OUTING

Please do not telephone to Headquarters on Tuesday, June 6, because the staff is going for its annual day's outing.

### COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

December 56      March 53

January 55      April 53

February 55      May 53

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Mar.	Apr.	May
Food	..	35	35
Rent	..	61	62
Clothing	..	110	110
Fuel and light	..	85	85
Other items	..	75	80

### NALGO BUILDING SOCIETY.

Houses for Sale.

**LOUGHTON** (Essex).—Modern, freehold, semi-det., high position, 2 recpt., 3 bed., kitchenette, ideal boiler, half-tiled bathroom, sep. w.c., large garden, space garage, £690.—33, Alderton Way.

**KINGSBURY** (N.W.9).—Semi-det., 2 recpt., 3 bed., kitchen—tilled, bathroom, sep. w.c., parquet flooring in hall, space garage, no road charges, plot 27' by 128', near buses and trains, £800.—69, Lavender Avenue.

### OFFICERS

General Secretary: L. Hill.  
Deputy General Secretary, Legal Secretary, and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.

Accountant: H. G. Baker.  
Organising Secretary: J. B. Swinden.  
Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary: H. Wright.  
Public Relations Officer: A. Spoor.

Divisional Secretaries:  
Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; Whitehall, 9351.

North-Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars, 7668.

North-Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South-Eastern, Southern, and South-Western: F. Thomas, Room 60, Somerset House, Reading; Reading 3880.

Scottish: J. M. Mortimer, 67, West Nile Street Glasgow, C.1; Douglas 404.



CARPETS, RUGS AND SOFT  
FURNISHING, FURNITURE  
AND UPHOLSTERY . . . AT

**33 $\frac{1}{3}\%$  DISCOUNT  
TO MEMBERS**

We wish to emphasize that our prices are strictly  
competitive with those in any other district.

- EXTENDED PAYMENTS ARRANGED IF DESIRED.
- OPEN UNTIL 6 p.m. SATURDAYS.
- CATALOGUES SENT ON REQUEST.

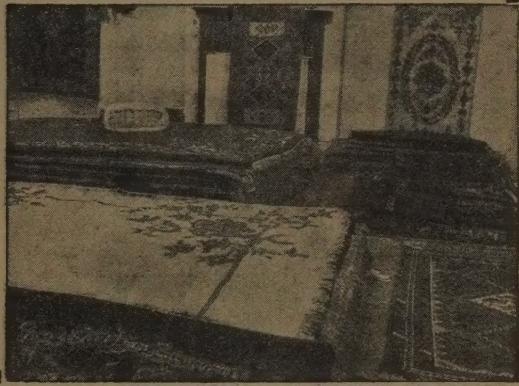
Write for introduction card to Furniture and Bedding Showrooms in Birmingham, Manchester, Glasgow, Liverpool.

**HARVEY, JAMES  
LTD.**

41, NEW BOND STREET,  
LONDON, W.I.

Telephone

MAYfair 0778



Whatever You Need  
You'll find it in  
these 2 bright  
Morton Catalogues

Special  
Shopping  
Benefits!

**MORTONS**

Mortons, Desk MO, Highbury Place,  
London, N.5  
Phone: CAN 1143

also at 335, High Holborn, W.C.1

50 DEPTS. AT  
YOUR SERVICE  
covering ALL your  
personal, family and  
home requirements.

Look! These 2 live, fully illustrated catalogues bring a new thrill to your shopping! They bring London's latest news about Fashions for Ladies, Tailoring and Outfitting for Gents, Furnishings for the home, Tennis and other Sports Goods, Cameras, Camp and Garden requisites. They contain appropriate gifts for Summer Weddings and Engagements. Goods sent on approval, Carriage Free in Great Britain. Easy Terms from only 5/- monthly add to the power of your purse.

**COUPON — POST TO-DAY**

Address to MORTONS, Desk MO, Highbury Place, London, N.5.

Underline items of interest.  
Ladies' Fashions; Gents' Tailoring and Outfitting; Girls' Wear;  
Boys' Wear; Pianos; Furniture; Curtain Fabrics; Household Drapery;  
Carpets; Jewellery; Clocks; Plate; Cameras; Radio; Electrical Goods;  
Mowers; Rollers; Tents; Tennis, Golf and Bowls.

NAME.....

ADDRESS.....

# 20% Cash Discount.

"WINEGARTENS" need no introduction to Local Government Officers. The name connotes highest standard coupled with honest-to-goodness value. A point, however, to bear in mind—Winegartens offer their own products. If it is a Winegarten Ring, Watch, or a piece of Plate, it is a definite standard, as true as the Hall-mark on a piece of silver—the result of highest specialisation.

This explains the keenness of Winegartens retail prices and the true significance of the 4s. in the £ discount to bona fide Local Government Officers.

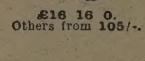


## ENGAGEMENT AND WEDDING RINGS.

£27 0 0.  
Others from 55/-.



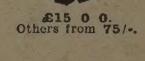
£17 17 0.  
Others from 50/-.



£16 16 0.  
Others from 105/-.



£16 16 0.  
Others from 57/-.



£15 0 0.  
Others from 75/-.



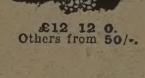
£12 10 0.  
Others from 84/-.



£27 10 0.  
Similar styles from  
£15 0 0.



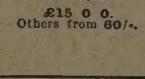
£10 10 0.  
Others from 84/-.



£12 12 0.  
Others from 50/-.



£15 0 0.  
Others from 60/-.



£15 0 0.  
Others from 63/-.



Platinum, 45/-.  
22-ct. Gold, 35/-.



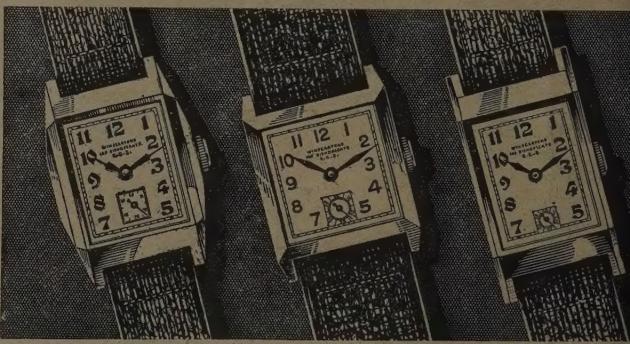
22-ct. Gold, 40/-.  
Platinum, 50/-.



22-ct. Gold, from 22/-.  
Platinum, 40/-.



Exceptionally smart and very sturdy. 9-ct. Gold, £3 15 0. Very Fashionable. 9-ct. Gold, £2 10 0. Smartly lapped case with square dial. 9-ct. Gold, £3 10 0. An exceedingly attractive model. 9-ct. Gold, £5 5 0.



Extra heavy casing. 9-ct. Gold, £3 5 0. Square shaped horn-loops modelled in. 9-ct. Gold, £2 10 0. For everyday wear. 9-ct. Gold, £3 10 0. Latest style in rectangular models for dress occasions. 9-ct. Gold, £4 5 0.

**POST THIS COUPON TO-DAY**

To Messrs. WINEGARTENS,  
145 BISHOPSGATE, LONDON, E.C.2

I declare, I am a bona fide Local Government Officer, please send Catalogue(s) and Privilege Ticket.

RINGS    CUPS & MEDALS  
 CUTLERY    CLOCKS  
Art. against those required

Name \_\_\_\_\_  
Address \_\_\_\_\_

**WINEGARTENS**  
EST. 1892. TELEPHONE: BISHOPSGATE 1786 (2 LINES) LTD.  
145, BISHOPSGATE, LONDON, E.C.2.

HOURS OF BUSINESS—JUNE: Monday to Friday 9 a.m. to 8 p.m. Saturday CLOSED ALL DAY.